

STRATEGIES TO INCREASE THE MOTIVATION OF THE INDONESIAN ISLAMIC STUDENT REGIONAL MANAGEMENT ORGANIZATION IN SOUTH SUMATRA

Puji Asriani, Achmad Syarifudin, M. Randicha Hamandia
Universitas Islam Negeri Radne Fatah Palembang, Indonesia
Corresponding email: asrianipuji123@gmail.com

ARTICLE INFO

Article History

Submission : March 3, 2023

Received : March 6, 2023

Revised : March 8, 2023

Accepted : March 8, 2023

Keywords

Strategy

Motivation

Improving

Organizational Communication

Organizational Patterns

ABSTRACT

This research is entitled Strategies to Increase Organizational Motivation of Indonesian Islamic Student Area Management in South Sumatra. The purpose of the research in this case the communication pattern used is all channels, namely the head of the leadership, and all cadre administrators to be able to interact and provide the desired information and also with the interaction of fellow administrators of the Indonesian Islamic Student organization (PII). The method used in this study the author used a qualitative approach. The data sources used in this study are primary data sources and secondary data. The data collection method used in this study was the interview and observation method in the field. The results of this study show that the strategy of the communication pattern of the organization of the Indonesian Islamic student area management in increasing organizational motivation is very good and very important to increase motivation in organizing because by using good communication the message will be conveyed well to the communicants and will get good feedback, in increasing motivation in organizing of course we must feel comfortable with the surrounding environment thus giving rise to a sense of openness to each other. This aims to create a sense of mutual respect, tolerance between fellow board members, and also create a sense of enthusiasm to exchange information with each other with the aim of increasing the insight and knowledge gained, completing all tasks in their respective fields.

Introduction

The globalization movement which along with the development of technology causes the era to have changed and has evolved into the era of the industrial revolution 4.0 which causes humans to always innovate so as not to be left behind by the progress of the times. In this day and age, there is a very rapid development in digital communication where most communication between humans is carried out digitally, interactions between humans are more often carried out digitally (Akbar, Ali 2021).

Thus causing communication as a primary need, both into personal life as well as when organizing. So that the role of communication is very important both in the scope of economic, government, educational and socio-cultural interests. An organization can be formed if it is influenced by various aspects in it. These aspects include such as uniting goals

and visions and missions that are in line with the aspects to be achieved in developing the organization because in general (Aziz, A., & Muchtar, B. 2016).

An organization is created and perfected through the basis of solidarity and the interests of its members. Both of them need each other to advance an organization, be it a leader who is leadership or its members as the driving force of an organization. Where organizational communication plays a very important role in regulating organizational patterns. Communication in organizing is the process of conveying and receiving messages both in an informal group organization and a formal group organization. If we pay attention to the meaning of the words organization and communication, it means that organizational communication is communication that is carried out to each member who is within the scope of the organization including the role of the outside community in order to achieve the desired goals. The general definition of organizational communication is as an interpretation and meaning of messages among its members who are within the scope of the organization. Meanwhile, the understanding of interpretive communication in organizing is an effort to create meaning in interacting in an organization.

Communication within the organization is the "organizing behavior" that is carried out and how members can engage in interacting directly about the topic of discussion that is taking place. The role of communication is very influential on the running of an organization. If communication is well established, the organization is able to achieve the desired goals and can run smoothly. Vice versa, if communication is not well established, the organization will experience setbacks and destruction. According to Kohler, communication can be said to be effective if it contains a common interest in organization. Therefore, the heads of organizations and members in organizations are important to understand and improve their ability to communicate (David, 2022).

An organization can be formed if it is influenced by various aspects in it. These aspects include bringing together goals and visions and missions that are in line with the aspects to be achieved in developing the organization. Because in general, an organization is created and perfected through the basis of solidarity and the interests of its members. Both of them need each other to advance an organization, be it a leader who is leadership or its members as the driving force of an organization. In communicating, of course, it cannot be separated from the role of humans in it as social beings who interact with each other and it is impossible to live alone, humans must complement each other. The word communication in English is known as *comunicacion*. It is translated into Latin as "Communis" which means 'same'.

The term early (*Comunis*) is often interpreted as the beginning of a word communication rooted in other latin words that have similarities. Therefore, communication patterns in organizations certainly have their own dynamics, both in realizing the vision and mission of the organization. In building solidarity between fellow members and realizing the vision and mission of the importance of the role of leaders in fostering their members. From the description above, it can be concluded that this research was conducted with the

consideration of seeing the PII (Indonesian Islamic Student) of South Sumatra in fact, the communication patterns applied have not been able to increase motivation for members. It can be seen from that there are still members who are not responsible for the mandate, that there is no participation at all in every activity. This situation is caused because the strategies and patterns used have not been maximized. The existence of a good communication pattern of the chairman to members will have a good impact in increasing member motivation which will later produce work productivity in the South Sumatra PII organization (Darmawan, R. 2015).

Method

This research is a Descriptive research using a form of qualitative research in which it describes the research in accordance with the facts in the field which is compiled descriptively both in writing and orally as a tool in research. This approach is aimed at groups and individuals who are depicted as a whole in the absence of artificial engineering. This research is carried out from the beginning to the end of the research process and must be made in real time so that its objectivity can be accounted for (Moleong, 2018).

Qualitative research is carried out naturally and intact the aspects assessed are individuals in the research background who are studied qualitatively using language that is easy to understand and understand and not in the form of numbers because it is contrary to qualitative research. Data analysis is carried out inductively. Starting with looking for theories related to the title of the research then related to the process of research events in the field. This study prioritizes process over results.

Researchers use a qualitative approach This approach is aimed at groups and individuals who are depicted as a whole in the absence of artificial engineering. This research is carried out from the beginning to the end of the research process and must be made in real time so that its objectivity can be accounted for. In this case, qualitative is carried out naturally and intact the aspects assessed are individuals in the research background who are qualitatively studied using language that is easy to understand and understand and not in the form of numbers because it is contradictory with qualitative research. Data analysis is carried out inductively. Starting with looking for theories related to the title of the research then related to the process of research events in the field. This study prioritizes process over results. This type of case study research is used because researchers can research related to the analysis of organizational communication patterns of the Indonesian Islamic Student Regional Management in increasing organizational motivation.

Data collection techniques

The techniques used in this study are:

An interview is a process to obtain information using a question and answer process directly, face-to-face or using communication tools. Interviews are conducted with interview guidelines. According to Kartono (Sugiyono, 2018). using two parties that have different positions from each other. The first party as seeking information and the second party providing the information. In this

study, the interview was not conducted in writing directly in front of the respondents, but was written elsewhere after the interview was conducted. This is done so that there is no awkwardness in order to better answer the questions and results of the interview.

According to Sudijono Observation is "An evaluation tool used to assess the behavior of individuals or the process of occurrence of an observable activity, both in actual situations and in artificial situations". observation yang used dalam penelitian ini is the participant's observation. researchers participated in a series of activities carried out. In terms of instrumentation, this research uses structured observation techniques. That is, observations in this study have been made in an organized manner, regarding where it is, when it occurs and what will be observed. The researcher made a direct observation on how to analyze the communication patterns of the head of the Indonesian Islamic student area management in increasing the spirit of organization in South Sumatra.

Documentation is a technique in collecting data using documents or records. Documents are used as a source of data because documentation is useful for interpreting, testing, and predicting. which includes a data section of the documentation e.g. a photo directly at the research site.

Results and Discussion

The results obtained in this study will be explained in the form of data obtained at the research location on strategies to increase motivation (Cangara Hafied, 2014). The communication pattern of the organization of the Indonesian Islamic student area management of South Sumatra in increasing organizational motivation. When researchers carry out research in the form of observations, interviews, and documentation. Researchers conduct interviews with the organization's administrators as well as the organization's general chairperson. This is intended to analyze strategies such as what kind of communication patterns in the organization of the management of the Indonesian Islamic student area of South Sumatra in increasing organizational motivation, in addition to seeing the objective conditions of supporting factors and obstacles to the organization pww pww sumsel in increasing organizational motivation. From the results of the observations made, it started by interviewing informants who had a relationship about how the South Sumatra pww pww organization in increasing organizational motivation, along with discussions and research results.

A Brief History of the Establishment of Indonesian PII

To be able to see a struggle towards a better direction towards the desired mind. It is important for students who are Muslims to pay attention to the historical timeline, more so the historical line pursued by PII itself. The history of the Islamic Student Movement in Indonesia cannot be understood well if it does not know the historical lines of Indonesian youth. The history of Indonesian Islamic Students is even closely intertwined with the history of Indonesian nationality in its struggle to achieve independence. Still fresh in our memory the words of the late General Sudirman in welcoming the day of the establishment of PII which was first on May 04, 1948 I would like to thank the children of PII because I

know, that there have been many victims that have been given by Indonesian Islamic Students to the state (Prihartanta Widayat, 2015).

He went on to say: "Continue your struggle, O my children PII, our country is a new country, in it full of thistles and thorns, many difficulties and obstacles we face. The country needs the sacrifice of the youth and the entire Indonesian nation". This is the welcome of our Commander-in-Chief, after a year of PII fulfilling its obligations. On May 4, 1947 PII was established. Not long lived, he has received such a heavy fatwa from a big-spirited Islamic hero. Even though PII was still young, he became a supporter of an ideal that had long been burning in the bosom of Islamic student youth who were now mukhlis ummat leaders, such as Muhammad Natsir, Mr. Kasman Singodimedjo, Prawoto Mangkusasmito, Kyai Wachid Hasyim and many more intellectuals who were loyal to Islam (Djaelani, 1956). Indeed, the fire that burned inside the chest of the PII was the same fire of Islam from time immemorial. Only the generation or generation of flame bearers is capricious, according to the circulation of the times. Now it was the PII force that received the flame, and it was the PII who are now the marathon runners carrying the torch of the new society's Olympic Games. The Growth and Journey of PII is seen in phases or stages, including: Awakening Phase, Conscious Phase, Regional Expansion Phase, Consolidation and Characterization Phase, Building Phase, Creating and Nurturing (Djaelani, 1956).

Definition of Organizational Communication

The term or word communication is taken from the English word "Communication", the term uses the origin of the word taken from the Latin "communicatus", and this assumption comes from the source of the word "communis". In the word "communis" has the meaning of 'sharing' with another word 'to belong together' an effort that has a dream for togetherness of its meaning. According to (KBBI), communication is the process of conveying messages in the form of ideas, ideas, information from one person to another person (Ngalimun, 2010). So it can be interpreted that communication is a way of conveying information that uses elements of communication by the communicator as a message recipient whose purpose is to convey information in the form of ideas, ideas, or messages using direct communication or indirect communication to have a common meaning or feedback. According to Ernest Dale, organization is a way of planning which includes development, preparation, and maintenance that is structured and has a pattern of performance relationships from people in one group.

Meanwhile, Everet M. Rogres' opinion in his book entitled "Communication in Organization", is defined as an organization is a mature system of individuals that cooperates with each other in order to achieve the desired goals, through the division of tasks and ranks. From the description above, it can be concluded that organizational communication is the process of conveying ideas, ideas, or messages that occur in an organization or perus a haan to drive work activities or employee activities in a coordinated and systematic manner, in order to achieve goals in a company or group of organizations.

Theory of Motivation

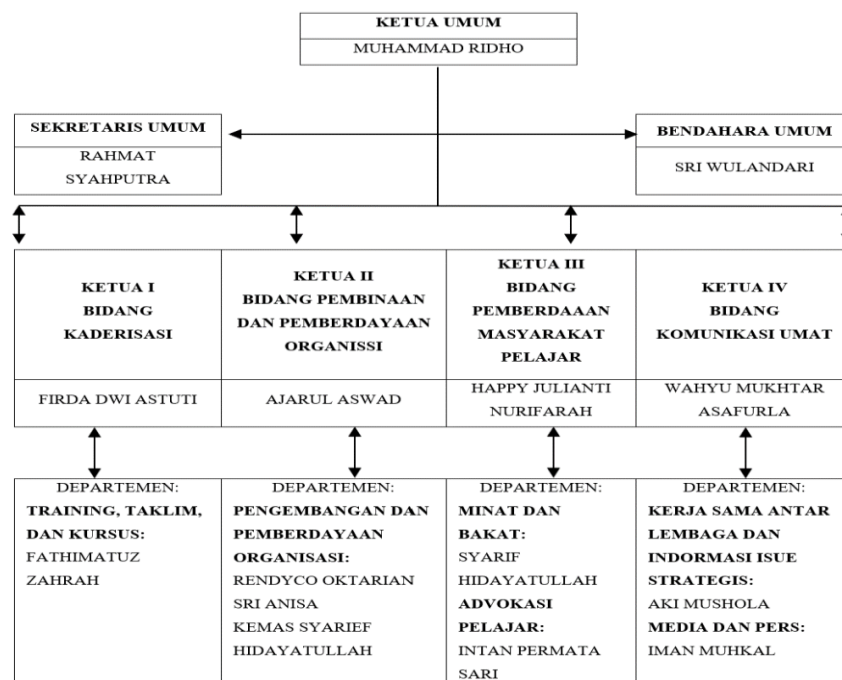
The Theory of Motivation proposed by Abraham Maslow or better known as the Theory of Needs (Prihartanta Widayat, 2015). which explains that in the beginning all human beings had primary needs. He categorized it into five levels formed like a pyramid, starting from the push at the very bottom. The five levels of needs are better known as Maslow's Hierarchy of Needs, which begins with biological needs to a higher level, namely the psychological complex. Psychological complexes will feel important if their basic biological needs have been met first. Each level has its own role and is interrelated with each other every need becomes the determinant of the level that can rise to the next level which is more important:

1. The need for a sense of security (feeling protected and safe, away from danger)
2. The need for physiology (thirst, hunger and other flavors)
3. The need for awards (competent, outstanding, and receiving support and recognition)
4. The need for belonging and love (needing others, feeling accepted, feeling belonging)

Self-actualizing needs (aesthetic needs: order, harmony, and beauty; cognitive needs: understanding, knowing, and exploring; self-actualization needs: realizing their potential and gaining self-satisfaction).

Organizational Structure of PII Sumsel Regional Management

Organizational Structure of the Management of the Indonesian Islamic Student Area (South Sumatra Province for the 2021-2023 Period).



(Sumber: Struktur Organisasi PW PII SUMSEL)

Table			
Table 1. Timeline of Work Program Activities of the Indonesian Islamic Student Regional Management of Palembang City November – January 2022 - 2023 Indonesia Palembang City November – January 2022 - 2023			
NOVEMBER			
	KM	Kaderisasi	Kader Intra Gedung YPU
	Taklim	Kaderisasi	Kader Basic Gedung YPU
	Turba	PPO	Pelajar Tentatif
	Kunjungan	PPO	PD Tempat Bersejarah
	Baksos	PMP	Panti Tentatif
	Cooking Together	Keputrian	Kader PII Wati Gedung YPU
	Tahsin	Keputrian	Kader PII Wati Gedung YPU
	Konwil	Bendum	PD OKU
	Silaturahmi KB	Bendum	KB Tentatif
	Donatur Tetap	Bendum	KB Tentatif
	Workshop PPA	Sekum	PD Gedung YPU
DESEMBER			
	Leadership Intermediate Training	Kaderisasi	Kader Basic Tentatif
	Leadership Basic Training	Kaderisasi	Pelajar Sumsel Tentatif
	Mabit	PPO	PK, PD Gedung YPU
	Turba	PPO	Pelajar Tentatif
	Kunjungan	PMP	Lembaga Tentatif
	Klub Kader Kreatif	Keputrian	Kader PII Wati Gedung YPU
	Silaturahmi KB	Bendum	KB Tentatif
	Donatur Tetap	Bendum	KB Tentatif
	Workshop PPA	Sekum	PD Gedung YPU
JANUARI			
	Pembuatan KTA	Sekum	PD Tentatif
	Pembukuan	Bendum	PD Gedung YPU
	Silaturahmi KB	Bendum	KB Tentatif
	Donatur Tetap	Bendum	KB Tentatif
	Istecomah 2	Keputrian	Kader PII Wati Gedung YPU
	Taklim Awal	Kaderisasi	Kader Basic Tentatif
	Taklim Wustho	Kaderisasi	Kader Intra Gedung YPU
	Turba	PPO	Pelajar Tentatif
	Kunjungan	PMP	Ormas Tentatif

(Sumber: Timeline Organisasi PW PII SUMSEL)

Strategy of PW PII Sumsel Organizational Communication Patterns in Building Organizational Motivation

Indonesian Islamic Students (PII) South Sumatra is a community organization that has many cadres in various cities and districts within the province of South Sumatra. Communication is a way of conveying information that uses elements of communication by the communicator as a recipient of messages whose purpose is to convey information in the form of ideas, ideas, or messages using direct communication or indirect communication to have a common meaning or feedback. According to Ernest Dale, organization is a way of planning which includes development, preparation, and maintenance that is structured and has a pattern of performance relationships of people in one group (Mulyana Deddy, 2014).

So it is concluded that the organization is a forum that contains a group of two or more people involved in the verbal and non-verbal communication process to work together in a coordinated manner by using the resources they have to achieve the desired goals. Strictly speaking, organizational communication is able to increase activities that occur within the organizational environment. In organizations have the most important element is the management to the smallest level, namely members, in it there are leaders, staff and employees. in communicating the organization in it there is a process of exchanging the fruits of thoughts that kemudian menjadi pesan didalam organisasi (Mulyana Deddy, 2013). and influenced also within the scope of the environment itself both externally and internally. Therefore, PW PII Sumsel has a good communication pattern between its members including the following:

1. Bottom-up communication

Communication is very important for an organization, downward communication flows from someone who has a higher position in the organizational group to those who have a lower position (Irene Silviani, 2020), the most general description of the process of communicating downwards such as official memos, work instructions, produsre, company policy statements, company publications or work manuals. that the PW PII Sumsel organization has a downward communication pattern, namely communication from the head of the organization to the cadre of his organizational cadre so that it can create a communication pattern and motivation that is well established in the organization.

2. Communication to the top

Communication and above is also important, to provide input and suggestions to the chairman, so that the members of the organization feel free in conveying their suggestions and aspirations, besides that a chairman also really needs input and suggestions from each member to achieve the goals, vision and mission of the organization. PW PII Sumsel creates an atmosphere so that cadres in the organization can communicate and convey their aspirations well to anyone. In order to create good spirit and communication in an organization. In addition to how to communicate vertically from top to bottom, it is also important to be based on a sense of mutual openness and mutual respect, between the head of the organization and all its members. Thus, establishing good communication is the key

to the success of an important organization as well as creating a sense of openness between one another (Raja Malori, 2020).

All cadres must be open to each other in all conditions, so that a sense of enthusiasm in organizing is created because of a sense of mutual comfort in conveying aspirations, suggestions and others to anyone. Because the organization should be used as a forum to accommodate all existing aspirations. Communication must be balanced with vertical communication from the bottom up, so that effective and good communication is established in an organization, not only from leaders who provide encouragement and enthusiasm to their members in organizing but all members also have the right to submit their suggestions and input to the chairman so that they can provide mutual support and enthusiasm for the chairman and members of the organization in order to achieve a goal or vision and mission in organization.

Factors Supporting Communication of PW PII Sumsel Organization in Increasing Organizational Motivation

Communication is a series of processes of conveying messages carried out by the communicator to the communicant, so as to indirectly make contact relationships between individuals to other individuals, individuals to groups, and groups to other groups. Communication within the PW PII Sumsel organization in increasing organizational motivation will not work well if there are no supporting factors in the communication process.

The supporting factor that exists in the process of communicating in the PW PII Sumsel organization is that if the way of communicating is good and correct, it will get a response or feedback from each group member. Therefore, if you have implemented good communication, it can prevent miss communication between the leader of the organization and its members as well as between fellow members.

Factors Inhibiting Communication of PW PII Sumsel Organizations in Increasing Organizational Motivation

Communication is a way of conveying information that uses elements of communication by the communicator as a recipient of messages whose purpose is to convey information in the form of ideas, ideas, or messages using direct communication or communication indirectly

directly to have a common meaning or feedback. From the results of researchers' observations during the communication process of the PW PII Sumsel organization in increasing organizational motivation, namely the obstacles from the sender of the message The sender of the message can be one of the obstacles when communication is ongoing.

Organizational communication is the process of conveying ideas, ideas, or messages that occur in an organization or company to drive work activities or employee activities in a clearly and systematically coordinated manner, in order to achieve goals in a company or

group of organizations. Therefore, the role of the sender of the message in communicating so that the desired goal can be achieved.

Furthermore, inhibiting factors can also arise from the recipient of the message. The recipient of the message is unable to understand well the message conveyed so that there is a miss communication in the organization. This often happens if the recipient of the message is not able to properly absorb the information provided. So that it can be implied that the recipient of the message has a great influence on the aspects to be communicated if the recipient of the message is not capable, there will be a misunderstanding that causes the realization of the goal to be achieved. Obstacles that occur in the process of increasing motivation in organizing PW PII Sumsel. For example, if members do not focus on capturing the content of the conversation in the meeting, so that there is a misunderstanding in communicating. Such a factor is what can be an obstacle in organizing.

Conclusion

The results of the research and discussion in this study, it can be concluded that organizational communication is a process of conveying messages, ideas, and ideas that occur in organizational institutions or companies to drive work activities and employee activities in a clearly and systematically coordinated manner and to achieve goals in an organization itself. In this case, the communication pattern used is all elements of the organization including the head of the organization, and all cadres to be able to interact and provide the desired information and also with the interaction of fellow administrators of the Indonesian Islamic Student organization (PII).

Supporting and inhibiting factors in communication must exist to overcome that all good organizational communication processes are very important to increase motivation in organizing because by using good communication in conveying messages causes messages to be conveyed well to members and will get good feedback, in increasing motivation in organizing of course we must feel comfortable with the surrounding environment so as to cause a sense of openness to each other. This aims to create a sense of mutual respect, tolerance between fellow board members, and also create a sense of enthusiasm, so the importance of exchanging information with each other so that the goal is achieved and further adds insight and knowledge gained, the completion of all tasks with their respective fields.

Declarations

1. My lecturers, especially supervisors, Dr. Achmad Syarifudin, MA and Mr. M. Randicha Hamandia, S.Kom.I., M.Sos, who always help and guide me during the process of completing this education and research.
2. Both of my beloved parents Papa (Lettu. Abd. Her) and Mama (Sri Maryati) who have raised me, cared for, supported, loved me, and prayed for me to this day.

3. My sister Chairunnisah Putri Ayu Ningsih, S.Kom.I., M.I.Kom & Elsy Herlina Ramadhani who always prayed and motivated me to this point.
4. The whole extended family who have always prayed and supported me until now.
5. Friends of arms, especially the Islamic Broadcasting Communication (KPI) Class of 2019, the beloved alma mater, UIN Raden Fatah Palembang campus.

References

- Afina, N. L. (2019). Pengaruh Iklim Komunikasi Organisasi dan Gaya Kepemimpinan terhadap Motivasi Karyawan di Berrybenka. *Jurnal Manajemen dan Bisnis Madani*, 1(2), 125-144.
- Akbar, Ali (2021). Strategi Komunikasi Organisasi Pimpinan dalam Menyusun Program Kerja yang Berkualitas pada Organisasi Pramuka Sumatera Selatan. Skripsi: Fakultas Dakwah dan Komunikasi Universitas Islam Negeri Raden Fatah Palembang
- Ambarwati, O. D., Basalamah, M. R., & Nurhidayah, N. (2022). Pengaruh Komunikasi Organisasi Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Saat Pandemi Covid-19 Di Wilayah PT PLN (Persero) UPT Probolinggo. *E-JRM: Elektronik Jurnal Riset Manajemen*, 12(01).
- Andri, A., & Erdiansyah, R. (2017). Pengaruh Iklim Komunikasi Organisasi Terhadap Motivasi Kerja Karyawan PT. Bytco Grahatama Kreatindo Divisi Promosi. *Prologia*, 1(2), 319-324.
- Angriana, W. R. (2017). Pengaruh komunikasi organisasi terhadap motivasi kerja Pegawai pada kantor kecamatan tallo kota makassar (Doctoral dissertation, Universitas Islam Negeri Alauddin Makassar).
- Apriyanto, R. C. A. (2018). Pengaruh Gaya Kepemimpinan Otoriter, Komunikasi Organisasi, Dan Motivasi Kerja Terhadap Kinerja Karyawan Pt. Asia Paramita Indah Tbk. Mandom Di Surakarta (Doctoral dissertation, Universitas Muhammadiyah Surakarta).
- Arif, M., & Indrawijaya, S. (2021). Kompetensi Dan Komunikasi Organisasi Terhadap Kinerja Pegawai Yang Dimediasi Oleh Motivasi Kerja (Studi Pada Dinas Penanaman Modal Dan Perizinan Terpadu Satu Pintu (Dpm-Ptsp) Provinsi Jambi). *Jurnal Manajemen Terapan dan Keuangan*, 10(02), 315-328.
- Arni, Muhammad (2015). *Komunikasi organisasi*. Jakarta: Bumi Aksara
- Asrofiyani, P. (2020). PERAN KOMUNIKASI ORGANISASI TERHADAP MOTIVASI KERJA HUMAN CAPITAL DI PT. SUMBER ALFARIA TRIJAYA, Tbk (Doctoral dissertation, Universitas Islam Kalimantan MAB).
- Aziz, A., & Muchtar, B. (2016). Pengaruh Komunikasi Organisasi dan Motivasi Kerja terhadap Disiplin Kerja Pegawai pada Badan Kepegawaian Daerah (BKD) Kota Bukittinggi. *Jurnal Riset Manajemen Bisnis dan Publik*, 4(1).
- Badawi, M. (2010). *Iklim Komunikasi Organisasi dan Motivasi Kerja (Studi tentang pengaruh iklim komunikasi organisasi terhadap motivasi Kerja di Dewan Pimpinan Nasional LSM Panji Indonesia Mulia Sang Saka Merah Putih)*.
- Cangara, Hafied (2014). *Perencanaan Strategi Komunikasi*. Jakarta: PT. Raja Prasindo Persada
- Darmawan, I. H. (2013). Hubungan antara iklim komunikasi organisasi dengan motivasi kerja karyawan di PT Media Dian Sejahtera. *Jurnal Visi Komunikasi/Volume XII*, 166.
- Darmawan, R. (2015). Pengaruh komunikasi, komitmen organisasi dan motivasi terhadap kinerja pegawai inspektorat kota Palu. *Katalogis*, 3(5).
- David, Djerubu (2022). *Pengantar Ilmu Komunikasi*. Pradina pustaka : Sukoharjo
- Djaelani, (1956) H. A. T., *Darmabakti Pelajar Islam Indonesia TAFSIR ASASI PII*. Yogyakarta: Kedai PII.
- Ernika, D. (2016). Pengaruh Komunikasi Organisasi Dan Motivasi Terhadap Kinerja Karyawan Pada Pt. Inti Tractors Samarinda. *Jurnal Ilmua Komunikasi*, 4(2).
- Faisal, M. (2016). Hubungan Budaya Komunikasi Organisasi dan Motivasi Kerja terhadap Kinerja Pegawai di Lingkungan Sekretariat Daerah Kabupaten Langkat. *JURNAL SIMBOLIKA: Research and Learning in Communication Study (E-Journal)*, 2(2).

- Filemon, R. S., Pradekso, T., & Yulianto, M. (2013). Pengaruh iklim komunikasi organisasi terhadap motivasi kerja karyawan PT. PLN (Persero) Area Sidoarjo. *Interaksi Online*, 1(4).
- Gondowahjudi, L. E., Ratri, D. R., & Hakim, L. (2018). Pengaruh Komunikasi Organisasi terhadap Kinerja Tenaga Kesehatan yang Dimediasi oleh Motivasi di RSUD Kota Malang. *Jurnal Ilmiah Administrasi Publik*, 4(4), 331-342.
- Handra, E. S., & Setyanto, Y. (2021). Pengaruh Iklim Komunikasi Organisasi terhadap Motivasi Kerja Karyawan Telunjuk. *com. Koneksi*, 5(1), 151-156.
- Herlista, A., Waloejo, H. D., & Dewi, R. S. (2013). Pengaruh Budaya Organisasi, Komunikasi Organisasi Terhadap Kinerja Karyawan Melalui Motivasi Sebagai Variabel Intervening Pada PT. PLN (Persero) Area Semarang. *Jurnal Ilmu Administrasi Bisnis*, 1(1), 11-20.
- Hermawati, A., Purbaningsih, Y., Iwe, L., Junaedi, I. W. R., & Wibowo, T. S. (2022). Motivasi Kerja Terhadap Kinerja Tenaga Kesehatan Berbasis Implementasi Kompetensi dan Komunikasi Organisasi. *Jesya (Jurnal Ekonomi dan Ekonomi Syariah)*, 5(2), 2199-2209.
- Imam Wahyu Ananda (2021). Pola komunikasi organisasi himpunan mahasiswa bener meriah (Himabes) di kota medan dalam meningkatkan solidaritas keanggotaan. Skripsi: Fakultas Dakwah Dan Komunikasi Universitas Muhammadiyah Sumatera Utara
- Irene, Silviani (2020), *Komunikasi Organisasi*. Surabaya: PT. ScopindoMedia Pustaka
- Irene, Silviani (2020), *Komunikasi Organisasi*. Surabaya: PT. ScopindoMedia Pustaka
- Jasmine, Putri Nianto (2021). Analisis Strategi Komunikasi Organisasi dalam Meningkatkan Motivasi Kerja Karyawan RRI Palembang. Skripsi: Fakultas dakwah dan Komunikasi Universitas Islam Negeri Raden Fatah Palembang
- Keith Davis, Ph.D., & Jhon w. Newstrom, Ph.D, (). *Perilaku dalam organisasi*. PT Gelora Aksara Pratama
- Maria, E., Edison, E., & Wandry, W. (2022). PENGARUH KOMUNIKASI ORGANISASI, MOTIVASI KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PT. PASAR SWALAYAN MAJU BERSAMA MEDAN. *Jurnal Ilmu Manajemen METHONOMIX*, 4(2), 93-102.
- Mawardiningsih, W. (2013). Pengaruh Persepsi Tentang Iklim Komunikasi Organisasi, Persepsi Tentang Budaya Organisasi, Dan Motivasi Terhadap Kinerja Dosen Universitas Surakarta (Doctoral dissertation, UNS (Sebelas Maret University)).
- Melani, P. D., Warso, M. M., & Haryono, A. T. (2016). Pengaruh komunikasi organisasi, stres kerja, dan motivasi kerja terhadap efektivitas kerja karyawan dengan kepuasan kerja sebagai variabel intervening pada PT Ungaran Sari Garments iii pringapus unit pringapus iii departemen sewing assembly line. *Journal of Management*, 2(2).
- Moleong (2018) *Metodelogi Penelitian Kualitatif*. Jawa barat: Remaja Rosda Karya
- Mulawarman, K., & Rosilawati, Y. (2014). Komunikasi organisasi pada Dinas Perijinan Kota Yogyakarta untuk meningkatkan pelayanan. *Jurnal Ilmiah Komunikasi Makna*, 5(1), 31-41.
- Mulyana, Deddy (2013). *Komunikasi organisasi: strategi meningkatkan kinerja perusahaan*. Bandung: PT. Remaja Rosdakarya
- Mulyana, Deddy (2014). *Ilmu komunikasi: suara pengantar*. Bandung: PT. Remaja Rosta Jaya
- Nashria, N., & Halilah, I. (2015). Pengaruh Iklim Komunikasi Organisasi Terhadap Motivasi Kerja Karyawan. *Jurnal Riset Bisnis dan Investasi*, 1(3), 63-63.
- Nasution, E. K. (2021). Pengaruh budaya sekolah, komunikasi organisasi, pengawasan, dan motivasi kerja terhadap kinerja guru Madrasah Aliyah Negeri Mandailing Natal (Doctoral dissertation, UNIMED).
- Ngalimun, 2010. *Pengantar Ilmu Komunikasi*. Bandung: PT. Remaja Rosda
- Nor, F. T. (2013). Hubungan Kepuasan Komunikasi Organisasi Dengan Motivasi Kerja Karyawan Di PT. Srikandi Plastik Sidoarjo. *Jurnal E-Komunikasi*, 1(1).
- Nurhayati, I. (2014). *Iklim Komunikasi, Motivasi Dan Semangat Kerja (Studi Korelasi Iklim Komunikasi Organisasi Dan Motivasi Kerja Dengan Semangat Kerja Diantara Karyawan Jogja Tv Tahun 2013)*.
- Panuju, R., & Narena, I. K. (2019). Komunikasi Organisasi Bidang Reservasi Hotel. *Jurnal Komunikasi*, 11(1),

30-41.

- Pramanik, N. D. (2020). Pengaruh komunikasi organisasi dan motivasi terhadap kinerja freelance di Jagoketrik.com. *Jurnal Akuntansi, Keuangan, dan Manajemen*, 1(3), 213-226.
- Prihartanta, Widayat (2015), *Teori-Teori Motivasi*. Jurnal Adabiya: Vol. 1.
- Putra, D. P. P. M., & Putri, Y. R. (2017). Pengaruh Iklim Komunikasi Organisasi Terhadap Motivasi Kerja Karyawan Di Restoran Ranggong Sunset Kabupaten Buleleng Bali. *eProceedings of Management*, 4(3).
- Putra, D. P. P. M., & Putri, Y. R. (2017). Pengaruh Iklim Komunikasi Organisasi Terhadap Motivasi Kerja Karyawan Di Restoran Ranggong Sunset Kabupaten Buleleng Bali. *eProceedings of Management*, 4(3).
- Raja Malori Tua Sitorus (2020). *Pengaruh Komunikasi Antar Pribadi Pimpinan Terhadap Motivasi Kerja*. Surabaya: Scorpindo Media Pustaka
- Ridho, A. F. (2021). *PENGARUH KOMUNIKASI ORGANISASI TERHADAP MOTIVASI KERJA PADA PEGAWAI* (Doctoral dissertation, UIN SUNAN KALIJAGA YOGYAKARTA).
- Riono, S. B., Syaifulloh, M., & Utami, S. N. (2020). Pengaruh Komunikasi Organisasi, Budaya Organisasi, Dan Komitmen Organisasi Terhadap Kinerja Pegawai Di Rumah Sakit dr. Soeselo Kabupaten Tegal. *Syntax*, 2(4), 139.
- Sehfidin, A., & MAS'UD, F. (2011). *Pengaruh Gaya Kepemimpinan, Komunikasi Organisasi Dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi Pada PT Bank Tabungan Pensiunan Nasional Cabang Semarang)* (Doctoral dissertation, Universitas Diponegoro).
- Sentiana, S. S. (2020). Pengaruh Motivasi Kerja, Kompetensi dan Komunikasi Organisasi Terhadap Kinerja X. *Jurnal E-Bis*, 4(1), 51-61.
- Sidiq, A. (2013). *Pengaruh Iklim Komunikasi Organisasi dan Motivasi Terhadap Kinerja Pegawai (Survei Pada Kantor Wilayah Pajak Yogyakarta)* (Doctoral dissertation, UIN SUNAN KALIJAGA).
- Silviani, I. (2020). *Komunikasi Organisasi*. Scopindo Media Pustaka.
- Siregar, S. U. (2020). *PENGARUH KOMUNIKASI ORGANISASI, PEMBERIAN PENGHARGAAN (REWARD), SELF EFFICACY, BUDAYA ORGANISASI DAN MOTIVASI KERJA TERHADAP KINERJA DOSEN PERGURUAN TINGGI SWASTA LABUHAN BATU* (Doctoral dissertation, UNIMED).
- Siwi, G. A., Tewel, B., & Trang, I. (2020). Pengaruh Budaya Organisasi, Komunikasi Organisasi Dan Motivasi Kerja Terhadap Komitmen Organisasi Pegawai Badan Pendapatan Daerah Kota Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 8(1).
- Sugiyono (2018). *Metode Penelitian Pendekatan Kuantitatif, Kualitatif R&B Bandung*: Alfabeta
- Suwandi, M., Suryani, D., & Yusuf, F. (2019). Pengaruh Komunikasi Organisasi Terhadap Motivasi Kerja Pegawai Pada PT. Sejahtera BUana Trada Jakarta. *Managerial-Jurnal penelitian ilmu manajemen*, 2(1), 10-10.
- Woru, D., Erari, A., & Rumanta, M. (2021). Kinerja Pegawai Dipengaruhi oleh Komunikasi, Iklim Organisasi dan Motivasi Kerja. *Alignment: Journal of Administration and Educational Management*, 4(1), 8-20.
- Zahara, E. (2018). Peranan komunikasi organisasi bagi pimpinan organisasi. *Warta Dharmawangsa*, (56).