

The Influence of Communication and Teamwork on Employee Performance at PT. Aneka Warna Indah in Jakarta

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ABSTRACT

The purpose of this study was to determine the effect of communication and teamwork on employee performance at PT Aneka Warna Indah in Jakarta. The place of this research was carried out at PT Aneka Warna Indah in Jakarta. This research is a quantitative study with communication and teamwork variables on employee performance. This study uses data collection techniques by distributing questionnaires. The number of samples in this study were 40 respondents who were taken using a purposive sampling technique. The data analysis technique used is multiple linear regression, coefficient of determination and hypothesis testing. Based on the results of the study, the results of multiple linear regression analysis yielded a value of $-27.974 + 0.510X_1 + 0.833X_2$ and the results of the communication t test (X_1) used the t test with t count = 3.453 > t table = 2.02619 teamwork (X_2) yielded t count = 2.385 < t table = 2.02619. F test results Fcount > Ftable or 56,747 > 3.25 with a significant value of $0.000 < 0.05$ and the results of the coefficient of determination test yield Adjusted R Square = 0.746, meaning 74.6% simultaneously the communication variable (X_1) and teamwork (X_2) contributed 74.6% to teamwork (Y) at PT Aneka Warna Indah in Jakarta, while the remaining 25.4% was contributed by other variables not examined in this study.

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INTRODUCTION

Human resources play an important role in achieving company goals. In order for a company to run well, it requires human resources who have high knowledge and skills. Followed by optimal company management so that employee performance increases. The success of an organization is determined by the quality of the performance of its human resources both individually and in teams. Employee performance is the overall work result achieved by someone in carrying out their duties in accordance with the responsibilities given to them.

Several factors that influence employee performance are communication and teamwork factors. Communication influences the exchange of information and thoughts that can be translated into work. If an employee lacks communication, it will affect his performance. Apart from communication factors that influence performance, teamwork factors also influence performance. If there is not good cooperation in an organization or company, it will affect the performance of the employees.

Employee performance at PT Aneka Warna Indah is still not very good. It can be seen from the fact that there are still many customers who are dissatisfied and complain about employee performance results. In the Technical Service Support (TSS) division, the quality of work produced is still not optimal, where employees in this division often receive complaints from customers regarding the slow handling of machine damage that occurs. The slow resolution of machine damage means that little work is completed. So the work continues to pile up and increase. Employees tend to work alone when trouble occurs. The responsibility of superiors in this division is still poor. Superiors do not provide enough good information and knowledge to subordinates.

Meanwhile for the Marketing division, the quality of work produced is also not very good. Many customers complain because there are often shortages of raw materials that customers need. The cause of this problem is because marketing division employees are not quick in recording goods to be stocked in the warehouse.

In the Marketing division, the decline in performance in product mastery indicators was due to a lack of distribution of information and knowledge. The large number of new products that are marketed without training and information distribution means that employees don't really understand. Product sales also decreased. Apart from the Covid-19 factor which has weakened the community's economy, the lack of support for good performance from the Technical Service Support (TSS) division means that employees do not get more trust from customers.

Communication is also a determining factor in a person's performance. As in an organization or company, all work is done by communicating. Lack of empathy between employees or employees towards superiors and also sufficient support, makes employee performance poor. In the Technical Service Support (TSS) division, it appears that employees do not provide sufficient information regarding work problems to co-workers. This makes the knowledge of employees in this division not very good. Many employees experience difficulties if they encounter the same work problems. Due to lack of communication and information received. Employees' work will take longer and be more difficult to complete because they have to find solutions to problems they have never faced.

Likewise with the marketing division. Employees often work alone to take care of their customers. Work is not done with a knowledge base. Employees do not provide each other with knowledge about products. And if customers ask questions, employees find it difficult to answer and explain the questions. The main cause is a lack of communication between those who understand and those who don't understand. Apart from communication problems that affect employee performance, teamwork also influences performance results.

The level of cooperation between employees is still relatively low. Employees do not have a sense of shared responsibility. Employees tend to choose to work individually to complete their respective jobs. Contributions between employees are not implemented properly. Employees do not have a sense of concern for each other. Even when their co-workers experience work problems that are difficult to solve, they just keep quiet and don't take the initiative to help. Not everyone cares about paying attention to their fellow co-workers. Lack of contribution in team collaboration makes work completion less than optimal. This lack of concern and teamwork has a big impact on employee and company performance. Not only that, a phenomenon like this will give rise to a sustainable culture.

There are many factors that cause employee performance to not be optimal, including communication and teamwork that are still not implemented. Employees find it difficult to achieve maximum performance because they are hampered by several factors. Lack of communication between employees or employees with superiors means that employees do not receive sufficient information to carry out their work and responsibilities. This insufficient information can influence employee performance to be less than optimal. Apart from that, the lack of cooperation between employees makes it difficult for employees to complete their own work, which results in suboptimal work results. The inability to achieve good performance not only has an impact on the company, but customer assessments of employees become poor.

METHOD

This research took samples from employees of PT Aneka Warna Indah in Jakarta. Each respondent was given a questionnaire to fill in each statement provided. And the total number of questionnaires used was 40 questionnaires, namely as many respondents as were studied. The questionnaire that was distributed was processed using SPSS version 20 tools with data from 40 people.

The types of data used in writing for this research are as follows: Qualitative data, namely descriptions of sentences obtained in the form of research information through interviews with respondents. Quantitative data, namely data in the form of numbers obtained through distributing research questionnaires to respondents.

The data sources used in this research are as follows: Primary Data, namely data collected from first sources, such as interviews or the results of filling out questionnaires. Researchers observed directly at the company and distributed questionnaires to employees within the company. Secondary data is data obtained from literature studies, both from writings, relevant references, related journals, and from companies and other sources.

In this research the author used a data collection method by means of interviews. According to Arikunto in (Samsu, 2017:96) an interview is a dialogue carried out by an interviewer to obtain information from the interviewee. This method is used to obtain data through direct, guided interviews between the author and the person providing the information using an interview list. Apart from interviews, the author made observations. According to Nawawi in (Samsu, 2017:97) the observation method is the systematic observation and recording of symptoms that appear on the research object. After that, distribute questionnaires in the form of questionnaires.

RESULTS AND DISCUSSION

1. Validity test

The validity test is to determine the validity of the question items used. This was done to find out whether the items presented in the questionnaire were truly able to reveal with certainty what Sujarweni and Utami (2019: 67) would research. A statement item is said to be valid if $r_{\text{count}} > r_{\text{table}}$ with the formula $r = \frac{N-2}{N}$ Where: $r = \frac{40-2}{40} = 0.95$ with a significance level of 5% = 0.05, the r_{table} is 0.3120.

Table 1. Communication Variable Validity Test Results (X1)

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X14	185.85	445,669	,436	,894
X15	185.625	440,035	,654	,892
X17	185.725	442,769	,563	,893
X114	185.975	433,410	,733	,891
X116	185.55	434,151	,799	,890
X118	186.125	451,548	,372	,895
X120	185.925	439,046	,634	,892
X121	185.9	427,426	,866	,889
X123	185.775	429,922	,853	,889
X124	185.825	438,302	,745	,891
X125	185.9	445,015	,545	,893
X126	185.625	441,779	,649	,892
X127	185.975	452,076	,341	,896
X128	185.7	439,908	,668	,892
X130	185.9	435,938	,764	,891
X132	186.7	453,703	,442	,895
X133	186.675	455,507	,354	,896
X134	185.75	441,885	,648	,892
X136	185.775	439,102	,758	,892
X138	185.8	449,959	,384	,895
X139	185.825	448,866	,492	,894
X140	185.85	445,874	,526	,894
X141	185.85	438,541	,626	,892
X142	185.85	447,259	0.411	,895
X144	1,855,000	447,333	,475	,894
X145	185.55	439,946	,582	,893
X146	185.65	447,669	,400	,895
X147	185.525	441,281	,565	,893
X148	185.7	444,677	,484	,894
X149	185.625	447,420	,414	,895

Source: SPSS Processed Data, 2023.

Based on table 5.22, the results of the validity test can be seen that all Communication variable statement items (X1) are declared valid because of their value *Corrected item total correlation* is greater than r_{table} (0.3120). For samples X11, X12, X13, X16, X18, X19, X110,

Table 2. Validity Test Results for Teamwork Variables (X2)

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X25	79.525	72,358	,593	,773
X29	797,000	73,241	,477	,779
X210	79.525	71,692	,598	,772
X211	79.725	76,358	,412	,784
X212	79.725	71,948	,660	,770
X213	79.575	69,430	,804	,761
X215	79.85	74,900	,339	,788
X216	79.55	70,767	,642	,769
X218	79.475	70,358	,716	,765
X219	79.525	74,461	,457	,781
X220	795,000	72,256	,616	,772
X221	79.35	71,362	,656	,769

Source: SPSS Processed Data, 2023.

Based on table 5.23, it can be seen that all variable statement itemteamwork(X2) is declared valid because the Corrected item-total correlation value is greater than r table (0.3120). For samples X21, X22, X23, X24, X26, X27, X28, X214 and

Table 5.24 Performance Variable Validity Test Results (Y)

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2	134.25	385,218	,828	,935
Y3	134.275	397,794	,390	,939
Y5	134.4	392,246	,575	,937
Y6	133.975	399,256	,398	,939
Y7	134.025	394,025	,507	,938
Y8	134.325	394,840	,479	,938
Y9	134.175	396,763	,460	,938
Y10	134.825	388,302	,625	,937
Y11	134.625	389,215	,690	,936
Y12	134.8	400,267	,379	,939
Y13	134.525	379,846	,826	,935
Y14	135.125	394,471	,434	,939
Y15	134.55	385,074	,743	,936
Y16	134.375	389,625	,695	,936
Y17	134.775	401,563	,347	,939
Y18	134.25	395,731	,497	,938
Y19	134.3	384,062	,723	,936
Y21	134.4	389,528	,731	,936
Y22	134.95	391,638	,634	,937
Y23	134.55	397,382	,398	,939
Y24	135.075	404,789	,230	,941
Y25	134.425	391.174	,670	,937
Y26	134.9	395,887	,418	,939
Y27	134.45	396,408	,453	,938
Y28	134.375	382,651	,798	,935
Y29	134.425	395,533	,527	,938
Y30	134.4	381,887	,873	,935
Y31	134.125	394,625	,526	,938
Y32	134.275	383,025	,800	,935
Y33	134.3	390,677	,685	,936
Y34	134.275	391,281	,684	,937

Source: SPSS Processed Data, 2023.

Based on table 5.24, it can be seen that all statement items are variablesperformance (Y)declared valid because the Corrected item-total correlation value is greater than r table (0.3120). Samples Y1, Y4, Y20, Y24 and Y35 were not included because the values obtained were below 0.3120.

2. Reliability Test

Akbar (2020:55) If respondents' answers are consistent from time to time then a questionnaire can be declared reliable or reliable. Reliability testing can be done by looking at the value of *Cronbach Alpha*(a) for each variable, if it provides a Cronbach Alpha value > 0.70.

Table 3. Reliability Test Results

Variable	Cronbach Alpha	Coefficient	Information
Communication (X1)	0.897	0.7	Reliable
Teamwork (X2)	0.795	0.7	Reliable
Performance (Y)	0.939	0.7	Reliable

Source: SPSS Processed Data, 2023.

Based on table 5.25, it can be seen that all variables have *Cronbach Alpha* which is greater than 0.70 so it can be said to be reliable for further testing.

3. Normality test

The normality test is carried out to test whether the residual values that have been standardized in the regression model have a normal distribution or not. The residual value is said to be normally distributed if the standardized residual value is mostly close to the average. The data normality test used in this research is *kolmogorov-smirnov*. The test criteria are if each variable produces KSZ with P value I / sig. (2-tailed) > 0.05, this indicates that the data is normal and vice versa.

Criteria:

If the value of Asymp. Sig. (2-tailed) > 0.05 then the normality assumption is met.

If the value of Asymp. Sig. (2-tailed) < 0.05 then the normality assumption is not met.

Table 4. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		39
Normal Parameters, b	Mean	0.00E+00
	Std. Deviation	10.08868616
Most Extreme Differences	Absolute	,087
	Positive	,087
	Negative	-0.066
Kolmogorov-Smirnov Z		,546
Asymp. Sig. (2-tailed)		,927

Source: SPSS Processed Data, 2023.

Based on table 5.26, it can be concluded that the variables communication, teamwork and performance have an acceptable level of significance, because the value of Asymp. Sig (2-tailed) 0.927 > 0.05, thus the variable has a normal distribution.

4. Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables, so these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables is equal to zero. The results of the multicollinearity test can be seen in table 5.27 below:

Table 6. Results Multicollinearity Test

Table 6. Results Multicollinearity Test									
Model		Unstandardized Coefficients		Coefficientsa		t	Sig.	Collinearity Statistics	
		B	Std. Error	Standardized Coefficients	Beta			Tolerance	VIF
1	1 (Constant)	-27,974	15,809			-1,770	,085		
1	Communication	,510	,148	,535		3,453	,001	,278	3,592
	Cooperation Team	,833	,349	,370		2,385	,022	,278	3,592

Based on table 5.27, it can be explained that the VIF value for the communication variable is 3,592 < 10 with the Tolerance value being 0.278 > 0.10, then the Independent communication variable can be stated that there are no symptoms of multicollinearity. In the teamwork variable, the VIF value is obtained 3,592 < 10 with the Tolerance value being 0.278 > 0.10, then the Independent variable teamwork can be stated that there are no symptoms of multicollinearity.

5. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there are inequalities caused by varying values, resulting in residual values that are not constant. The criteria for heteroscedasticity problems are as follows:

- If the sig (2-tailed) value is < 5%, it can be concluded that heteroscedasticity occurs.
- If the sig (2-tailed) value is > 5%, it can be concluded that heteroscedasticity does not occur.

Table 7. Results Heteroscedasticity Test

Table 7: Results of the Goodness-of-Fit Test						
Correlations			X1	X2	Unstandardized Residuals	
Spearman's rho	X1	Correlation Coefficient	1,000	,762	,140	
		Sig. (2-tailed)	.	,000	,395	
		N	39	39	39	
	X2	Correlation Coefficient	,762	1,000	0.071	
		Sig. (2-tailed)	,000	.	,669	
		N	39	40	39	
	Unstandardized Residuals		Correlation Coefficient	,140	0.07	1,000

	Sig. (2-tailed)	,395	,669	.
	N	39	39	39

Source: SPSS Processed Data, 2023.

From table 5.28, variable results are obtained communication (X1) obtained sig value. (2-tailed) is $0.395 > 0.05$, so heteroscedasticity does not occur. Meanwhile, the teamwork variable (X2) obtains a sig value. (2-tailed) is $0.669 > 0.05$, so there is no heteroscedasticity.

6. Multiple Linear Regression Analysis

According to Akbar (2020:122) multiple linear regression analysis is used to analyze the influence of more than one independent variable on the dependent variable. To determine the influence of the independent variable on the dependent variable, it is necessary to test the hypothesis using several statistical analyses.

The following are the calculation results which can be seen from table 5.29:

Table 8. Results Multiple Linear Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-27,974	15,809		-1,770	,085
1 Communication	,510	,148	,535	3,453	,001
Teamwork	,833	,349	,370	2,385	,022

Source: SPSS Processed Data, 2023.

Based on table 5.29 You can see the results of multiple linear regression analysis
In the table above, the following regression model is obtained:

$$Y = -27,974 + 0.510 X_1 + 0.833 X_2$$

1. The constant of -27,974 states that if the indicators for communication (X1) and teamwork (X2) are very low, then the employee performance (Y) value decreases, namely -27,974.
2. The communication regression coefficient (X1) of 0.148 indicates that every increase in communication is 1 unit, and teamwork (X2) is constant. Then the employee performance variable (Y) will increase by 0.148 units. So it can be said that the direction of influence of communication variables on performance is positive.
3. The teamwork regression coefficient (X2) is 0.349, indicating that each increase is 1 unit, and teamwork (X2) has a fixed value. Then the employee performance variable (Y) will increase by 0.349 units. So it can be said that the direction of the influence of the teamwork variable on performance is positive.

7. t test

To find out how the dependent variable influences the independent variable partially. The test is by comparing the calculated t value and the table value so that it can be determined whether the hypothesis that has been made is significant. By using the formula $Df = N - 2 - 1$, $Df = 40 - 2 - 1 = 37$ with a significance level of $5\% = 0.05$. So, we get a t table of 2.02619

The t test results can be seen as follows:

Table 9. t test results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-27,974	15,809		-1,770	,085
1 Communication	,510	,148	,535	3,453	,001
Teamwork	,833	,349	,370	2,385	,022

Source: SPSS Processed Data, 2023.

Based on table 5.30, can be concluded that:

1. The communication variable (X1) has a calculated t value $> t$ table or $3,453 > 2.02619$ with a significant value $0.001 < 0.05$, thus the hypothesis is accepted, meaning that communication (X1) has a significant effect on the performance (Y) of PT Aneka Warna Indah.
2. The teamwork variable (X2) has a calculated t value $< t$ table or $2,385 < 2.02619$ with a significant value of $0,022 > 0.05$, thus the hypothesis is accepted, meaning that teamwork (X2) has a significant effect on performance (Y) at PT Aneka Warna Indah.

8. F test

To find out between the dependent variable and the independent variable simultaneously, you will know how the influence of the dependent variable and the independent variable simultaneously. With the formula $Df = N - 2 - 1$, $Df = 40 - 2 - 1 = 37$ with a significance level of $5\% = 0.05$. So, we get an F table of 3.25. The F test results can be seen as follows:

Table 10. F Test Results ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
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	Regression	12193.377	2	6096.688	56,747	,000b
1	Residual	3,867,700	36	107,436		
	Total	16061.077	38			

Source: SPSS Processed Data, 2023.

From the results of simultaneous testing in table 5.31, it is obtained that if the sig value < 0.05 , or calculated $F > F$ table then there is an influence of variable X on Y. If the sig value > 0.05 , or calculated $F < F$ table then there is no influence variable X to Y. The result of Fcount is 56,747 while the Ftable value is 3.25. This means $F_{count} 56,747 > F_{table} 3.25$ and significant value $0.000 < \alpha 0.01$. So in this way H_0 is rejected and H_1 is accepted. This means that communication (X1) and teamwork (X2) simultaneously have a significant effect on the performance (Y) of PT Aneka Warna Indah. In other words, this research model is worthy of being continued.

9. Coefficient of Determination Adjusted R Squer

The coefficient of determination is a quantity that shows the magnitude of the variation in the dependent variable that can be explained by the independent variable. The value of the coefficient of determination is determined by the Adjusted R Square value as can be seen in table 5.32:

Table 11. Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.871a	.759	.746	10.36514

Source: SPSS Processed Data, 2023.

From table above, it shows that the Adjusted R Square value is 0.746. This means that the variation in employee performance (Y) of 74.6% can be explained by communication and teamwork. The remaining 25.4% is explained by other variables not observed in this study.

DISCUSSION

- Based on the research results obtained after testing 40 respondents who were employees of the Technical Service Support (TSS) and Marketing division at PT Aneka Warna Indah in Jakarta, it was explained that the communication variable had a significant effect on the performance of employees of the Technical Service Support (TSS) and Marketing division at PT Aneka Warna Indah in Jakarta means that the better the communication that exists, the more employee performance results in the Technical Service Support (TSS) and Marketing divisions at PT Aneka Warna Indah in Jakarta will improve. Descriptively, the results of data distribution on the communication variable with the lowest indicator are the knowledge indicator with an average of 3.34, which means that employee knowledge at PT Aneka Warna Indah in Jakarta is low. The cause is the uneven distribution of job information obtained. Meanwhile, the highest indicator is attitude with an average of 4.35, where employees have a good attitude and attitude. Based on the results of the communication t test (X1), the calculated t value $> t$ table or $3.453 > 2.02619$ with a significant value of $0.001 < 0.05$, thus the hypothesis is accepted, meaning that communication (X1) has a significant effect on the performance (Y) of PT Aneka Warna. Beautiful. If communication is well established with each employee, it will increase the knowledge about the work that employees receive. Based on the results of the communication t test (X1), the calculated t value $> t$ table or $3.453 > 2.02619$ with a significant value of $0.001 < 0.05$, thus the hypothesis is accepted, meaning that communication (X1) has a significant effect on the performance (Y) of PT Aneka Warna. Beautiful. If communication is well established with each employee, it will increase the knowledge about the work that employees receive. Based on the results of the communication t test (X1), the calculated t value $> t$ table or $3.453 > 2.02619$ with a significant value of $0.001 < 0.05$, thus the hypothesis is accepted, meaning that communication (X1) has a significant effect on the performance (Y) of PT Aneka Warna. Beautiful. If communication is well established with each employee, it will increase the knowledge about the work that employees receive.
- Based on research results obtained after testing 40 respondents who were employees of the Technical Service Support (TSS) and Marketing division at PT Aneka Warna Indah in Jakarta, it was explained that the teamwork variable had a significant effect on the performance of employees of the Technical Service Support (TSS) and Marketing division. at PT Aneka Warna Indah in Jakarta, this means that the better the teamwork that exists, the more employee performance results in the Technical Service Support (TSS) and Marketing divisions at PT Aneka Warna Indah in Jakarta will improve. Descriptively, the results of data distribution on the teamwork variable with the lowest indicator being the joint responsibility indicator with an average of 3, 76, which means that the collective responsibility of employees at PT Aneka Warna Indah in Jakarta is low. The cause is a lack of cooperation and not helping each other. Meanwhile, the highest indicator is maximal mobilization of abilities with an average of 4.17, where employees always work optimally and totally. Based on the results of the t test, the teamwork variable (X2) has a calculated t value $< t$ table or $2.385 < 2.02619$ with a significant value of $0.22 > 0.05$, thus the hypothesis is accepted, meaning teamwork (X2) has a significant effect on performance (Y) at PT Aneka Warna Indah in Jakarta. 17 where employees always work optimally and totally. Based on the results of the t test, the teamwork

variable (X2) has a calculated t value $< t$ table or $2.385 < 2.02619$ with a significant value of $0.22 > 0.05$, thus the hypothesis is accepted, meaning teamwork (X2) has a significant effect on performance (Y) at PT Aneka Warna Indah in Jakarta. 17 where employees always work optimally and totally. Based on the results of the t test, the teamwork variable (X2) has a calculated t value $< t$ table or $2.385 < 2.02619$ with a significant value of $0.22 > 0.05$, thus the hypothesis is accepted, meaning teamwork (X2) has a significant effect on performance (Y) at PT Aneka Warna Indah in Jakarta.

Based on the research results obtained after testing 40 respondents who were employees of the Technical Service Support (TSS) and Marketing division at PT Aneka Warna Indah in Jakarta, it was explained that the variables of communication and teamwork together had a significant effect on the performance of employees of the Technical Service division. support (TSS) and Marketing at PT Aneka Warna Indah in Jakarta, meaning that good communication about work will increase good knowledge for employees and good teamwork will improve good employee performance in the Technical Service Support (TSS) and Marketing division at PT Various Beautiful Colors in Jakarta. Descriptively, the results of data distribution on performance variables with the lowest indicators are effectiveness with an average of 3, 78 which means that the effectiveness produced by employees of the Technical Service Support (TSS) and Marketing divisions is still lacking. The reason is that employees find it difficult to complete difficult work and do not accept solutions from other colleagues. Lack of employee communication with fellow teams can result in misunderstandings and cooperation will decrease. Meanwhile, the highest indicator is punctuality with an average of 4.12, which means the performance of employees at PT Aneka Warna Indah in Jakarta is good. This is because employees try to always be on time. Based on the results of statistical analysis, a multiple linear regression equation was obtained which is expressed by $Y = -27.974 + 0.510 X_1 + 0.833 X_2$. This shows that there is a relationship between performance (Y) and communication (X1) and teamwork (X2). The value of the statistical test results on F count is greater than F table. Thus, F count is $56,747 > F$ table 3.25 and the significant value is $0.000 < \alpha 0.01$. This means that communication (X1) and teamwork (X2) simultaneously have a significant effect on the performance (Y) of PT Aneka Warna Indah in Jakarta. The results of the Coefficient of Determination test show an Adjusted R Square value of 0.894. This means that the variation in employee performance (Y) of 74.6% can be explained by communication and teamwork. The remaining 25.4% is explained by other variables not observed in this study. This means that communication (X1) and teamwork (X2) simultaneously have a significant effect on the performance (Y) of PT Aneka Warna Indah in Jakarta. The results of the Coefficient of Determination test show an Adjusted R Square value of 0.894. This means that the variation in employee performance (Y) of 74.6% can be explained by communication and teamwork. The remaining 25.4% is explained by other variables not observed in this study. This means that communication (X1) and teamwork (X2) simultaneously have a significant effect on the performance (Y) of PT Aneka Warna Indah in Jakarta. The results of the Coefficient of Determination test show an Adjusted R Square value of 0.894. This means that the variation in employee performance (Y) of 74.6% can be explained by communication and teamwork. The remaining 25.4% is explained by other variables not observed in this study.

CONCLUSION

Based on the results of the research that has been carried out, the following conclusions can be drawn:

1. Communication has a partial effect on employee performance at PT Aneka Warna Indah.
2. Teamwork partially influences employee performance at PT Aneka Warna Indah.
3. Communication and teamwork simultaneously influence employee performance at PT Aneka Warna Indah.

Communication and teamwork contribute 74.6% to employee performance. Meanwhile, the remaining 25.4% is explained by other variables not observed in this study.

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