

ABSTRACT

This study seek to understand how the organizational communication climate to improve teachers' motivation in SMP Taman Dewasa Kumendaman Yogyakarta. The lack of facilities in this school makes it necessary for the teachers to possess high motivation in order to achieve the school's goals. This study uses the theory of organizational communication climate from Pace dan Faules and motivation theory from Liliweri. This method of research is a qualitative study which engages the chief of the foundation, the headmaster, the teachers, the staffs and the students. The data collection techniques were interviews and observations. The interview was used to collect data on the participants' views related to the organizational communication climate in the school. In addition to that, observations were also conducted to get the data on the activities in the school. The trustworthiness of the findings was obtained through triangulation. The result of research revealed that the organizational communication runs well and is able to improve the teachers' motivation. This also improves the teachers' performance because the communication tends to be friendly. Accountability and honesty among members of the schools are well formed. Moreover, two way communications make it possible for the school members to give their opinion, views and suggestion to the condition and policy of the school. These make every problem they face can be communicated and solved in an accountable and honest manner.

Key words: organizational communication climate, motivation, SMP TD Kumendaman