

ABSTRACT

The phenomenon of the widespread of hotel in Yogyakarta tightens the business rivalry of hotels these days. Economic crisis and the lots of terorism in this country also affect the decrease of tourissts visiting Indonesia, and it worsen the market fight between hotels in Yogyakarta. This affects the pressure and work demands felt by hotel staffs getting heavier and in the end, causing work stress on them. This research paper is design based on that problem. The objective of this research is to figure out the effect of communication climate of the organization on working motivation on the staffs. The research method used in this research is quantitative, and in the data sampling, survey method is used, which means critical observation and investigation to get the notes on certain problems happening on the subject in a certain area. In this research the samples used are taken from Hotel Inna Garuda staffs which consists of 50 people. The method used is total sampling. The analysys shows that the variable communcation climate has significant affect on working motivation of the staffs with probability value $t_{hitung} 0,000 < \text{Level of Significant} = 0,05$. This means, if the communication climate in an organization improved, the working motivation of the Hotel Inna Garuda staffs will also be improved. The regratation result is R^2 as much as 0.309, which means the dependant variable in the model, which is working motivation of the staffs, explained by independant variable, which is communication climate of the staffs, is as much as 30.9%, while the rest 69.1% is explained by the variable outside the model, such as working satisfaction, organizational commitment, working characteristics, etc. It is known that the 50.7% of the respondent grade “agree” on the communication climate of the organization variable. It is know that 62.6% of the respondent grade “highly agree” on the item pf working motivation. From the Data above it is shown that communication climate in a certain organization is very important, because it could affect the working motivation of the staffs which will give direct impact to the company/ organization itself.

Keyword: Iklim komunikasi organisasi, Kinerja karyawan