

# **Interpersonal Communication on Performance through Work Motivation as Intervening Variables in Civil Servants in Banyuasin Regency**

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## **Abstract**

The purpose of this study is to prove how the influence of interpersonal communication on performance through work motivation as an intervening variable for Civil Servants in Banyuasin Regency. The sample of this research is Civil Servants with structural positions of echelon IV as many as 373 people in the local government of Banyuasin Regency. Technical analysis of data using Structural Equation Modeling (SEM). The results of the study show that the Interpersonal Communication variable has a positive and significant effect on Employee Performance and also Interpersonal Communication has a positive and significant effect on Motivation. This study also proves that motivation has a positive and significant effect on employee performance. The influence of interpersonal communication on performance through work motivation as an intervening variable for Civil Servants in Banyuasin Regency is 0.573.

**Keywords:** Interpersonal Communication, Work Motivation, Employee Performance