

ABSTRACT

This study aims to determine the effect of communication elements on employee performance, the effect of using online learning media on employee performance, and the influence of communication elements and the use of online learning media on employee performance at PT. Chevron Pacific Indonesia in Riau. The method in this study used a survey method with a quantitative approach using a questionnaire. The sampling technique used in this study was probability sampling as many as 96 samples of PT. Chevron Pacific Indonesia in Riau. Data collection uses a Likert scale to measure variable indicators. The variables in this study, namely, the independent variable elements of communication and learning media and the dependent variable of employee performance. This variable consists of several sub variables, namely communication elements with sub variables (Sender, Message, Communication Channel and Feedback) according to Al-Khasawneh & Bakir (2019), online learning media with sub variables (Instructional Goals, Instructional Content, Conformity to Participant Characteristics. Education, Theory Conformity, Suitability with Learning Styles and Suitability to Situations) according to Susilana (2009) and employee performance with sub variables (Effectiveness, Responsibility, Discipline and Initiatives) according to Suyadi (2008). The data analysis technique in this study used a classical assumption test, multiple linear regression analysis, and descriptive analysis. The results of statistical analysis show that partially the Communication Element (X1) has a significant effect on Employee Performance (Y) with a significant value α or 0.047 <0.05 and a value of $T_{count} 2.017 > T_{table} 1.986$, Learning Media (X2) has a significant effect on Employee Performance (Y) with a significant value α or 0,000 <0.05 and a value of $T_{count} 8,754 > T_{table} 1.986$, and simultaneously the significant value of testing is 0,000, the significant value is less than 0.05. So it can be concluded that simultaneously Communication Elements (X1) and Online Learning Media (X2) have an effect on Employee Performance (Y) at PT. Chevron Pacific Indonesia in Riau is based on the coefficient of determination that is 78.5%, while the remaining 21.5% is the contribution of the influence of other variables outside of this study.

Keywords: *Communication Elements, Online Learning Media, Employee Performance of PT. Chevron Pacific Indonesia in Riau*