

## ABSTRACT

*The purpose of this study is to find out if the climate model of organizational communication on PT. Pegadaian (Persero) Purwokerto. The population in this study was 178 people, using the help of slovin formula, the number of samples obtained as many as 65 people. This study used a non-probability sampling survey and calculated with a Likert scale. The data in this study is derived from questionnaires and literature studies. Test the requirements of the analysis using validity test and normality test. The analytical methods used are T test, simple linear regression analysis, correlation coefficient, as well as determination coefficient. The results showed that from the variables of the Organization Communication Climate Model with sub variables obtained a result of 85.1% which belongs to the very high category continuum line. In the sub variable supportive statement the highest on the first item number with the leadership is able to encourage the creation of employee calmness in work and the lowest on item number seven with my co-workers never lie to me whereas in the sub variable defensive statement the highest on item number twenty-one with criticism on the job is a necessary thing and the lowest on item number thirty with the employee feels there is a current obstacle working at PT. Pegadaian (Persero) Purwokerto.*

*Keywords: communication climate, organizational communication, employee performance*