

Pengaruh efektivitas komunikasi interpersonal dan kepemimpinan terhadap kinerja pemeriksa paten pada Direktorat Jendral hak kekayaan intelektual = The influence of interpersonal effective communication and leadership to the performance of patent reviewers of directorate general of intellectual property rights: case study on patent reviewers of directorate patent, directorate general intellectual property rights

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Abstrak

This research aimed to explain the existence of influence of interpersonal effective communication and leadership variables; individually and together, to the dependent variable of performance. In this research, communication variable is divided into two; vertical and horizontal/lateral communication with five indicators: openness, empathy, positive, support and similarity. Leadership variable is comprised of four indicators: good communication, delegation of authority, supervising, and ability to create good work condition.

Research was conducted upon 71 respondents, which served as population of patent reviewers in Directorate Patent, Directorate General of Intellectual Property Rights, Department of Law and Human Rights, R1. Data analysis technique in used is Linear Regression. First, the linear regression technique is used as simple linear regression between each independent variable (interpersonal communication or leadership) to patent reviewers' performance, to see the existence of influence of each independent variable to performance as dependent variable. Multiple regression technique is used to verify the influence of both independent variables (interpersonal communication and leadership) together to patent reviewers' performance.

From these various analyzes, it was found that interpersonal communication individually has negative influence to patent reviewer performance, while together with leadership variable have no influence in enhancing level of performance. Based on respondents' opinion on interpersonal communication existed in Directorate of Patent Reviewer, both vertical and horizontal/lateral communications, is not a dominant factor which can influencing patent reviewers' performance because the level of satisfaction in communication has not optimally met. Meanwhile the independent variable of independent, individually or together, has a significant and positive influence to patent reviewers' performance, where good leadership will influence an enhancement on patent reviewers' performance at Directorate of Patent Reviewer.