ABSTRACT

This research focused on establishment of communication climate in the organization which can effect rated the work done by each employee’s effort. The General Election Commission of East Java Province as a government organization, has become the public spotlight with the news coverage in the mass media and print media about the existence of cases of violations to the detriment of the State Treasury by the behavior of his own employees. It certainly can inhibit its organization productivity and accountability. Thus, research of organization communication climate is alleged to have influence in improving effort of General Election Commission of East Java Province.

This quantitative study is conducted at General Election Commission of East Java Province by survey method with questionnaire technique spread to all employees according to the 6 (six) major dimensions that affect the climate of organizational communication, namely trust, joint decision making, honesty, openness in downward communication, listening in communication upwards, and attention to high-performance goals. Meanwhile, employee’s effort, in this case refers to the physical use of the body in performing work activities (A), steps (L) of work, Quality of work (K), and Time patterns (W) work. As result, showed that there was an impact of organizations communication climate to the effort of employees in workplace of the Election Commission of East Java Province which indicated that organization communication climate contribute 47.5 percents of the impact to the effort of employees in the workplace. It means that the more organization communication climate forms positively, the more employee’s effort form well in order to achieve an organizational goal.

**Keywords:** Organization Communication Climate, Employee’s effort, employees productivity, Organization Communication, Government.