

ABSTRACT

The title of this study is the Influence of Training, Individual Characteristics and Motivation on Employee Performance at the Pandawa All Suite Hotel. The research aims to determine the influence due to His grace and grace the writer can complete the thesis entitled training, individual characteristics and motivation on employee performance at the Pandawa All Suite Hotel. The sample in this study were 38 employees. The method of determining the sample used is a census technique. The data analysis technique used is multiple linear regression analysis. The results of the analysis show that because of His grace and grace the writer can complete the thesis entitled training has a positive effect on employee performance at the Pandawa All Suite Hotel Kuta - Bali, individual characteristics have a positive effect on employee performance at the Pandawa All Suite Hotel and motivation has a positive effect on employee performance at the Pandawa All Suite Hotel. The results of the determination test showed that the independent variables in this study, namely training, individual characteristics and motivation, were able to explain 79.1% of the dependent variable, namely employee performance, and the remaining 20.9% was explained by other variables not examined. Researchers suggest to improve employee performance to achieve company goals.

Keywords; Training, Individual Characteristics, Employee Motivation and Performance

ABSTRAK

Judul penelitian ini adalah pengaruh pelatihan, karakteristik individu dan motivasi terhadap kinerja karyawan pada Pandawa All Suite Hotel. Populasi dan sampel adalah 38 orang karyawan. Penentuan sampel dilakukan dengan menggunakan teknik sensus. Analisis data dilakukan dengan menggunakan analisis regresi linier berganda. Hasil analisis menunjukkan bahwa pelatihan berpengaruh positif terhadap kinerja karyawan pada Pandawa All Suite Hotel, karakteristik individu berpengaruh positif terhadap kinerja karyawan pada Pandawa All Suite Hotel, motivasi berpengaruh positif terhadap kinerja karyawan pada Pandawa All Suite Hotel. Hasil uji determinasi menunjukkan variabel bebas dalam penelitian ini yaitu pelatihan, karakteristik individu dan motivasi mampu menjelaskan 79,1% variabel terikat yaitu kinerja karyawan dan sisanya 20,9% dijelaskan oleh variabel lain diluar model yang berpotensi mempengaruhi kinerja karyawan

Kata Kunci ; Pelatihan, Karakteristik Individu, Motivasi dan Kinerja Karyawan