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Judul Skripsi : PENGARUH PELATIHAN, MOTIVASI DAN KOMPETENSI TERHADAP  
KINERJA KARYAWAN DI HOTEL PURI DAJUMA

### **ABSTRAK**

Sumber daya manusia yang berkualitas dapat dilihat dari kinerjanya dalam mengerjakan tugas dan tanggung jawab dalam perusahaan. Kinerja karyawan adalah hasil kerja yang dicapai individu atau kelompok dalam suatu perusahaan yang sesuai dengan tugas dan tanggung jawabnya agar dapat mencapai tujuan perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan, motivasi dan kompetensi terhadap kinerja karyawan di Hotel Puri Dajuma secara parsial dan simultan. Penelitian ini menggunakan metode sampling jenuh dengan jumlah sampel 43 orang karyawan. Jenis data yang digunakan yaitu data kuantitatif dan data kualitatif serta menggunakan sumber data primer dan sekunder. Teknik analisis data menggunakan uji validitas, uji reliabilitas, analisis deskriptif, uji asumsi klasik, analisis korelasi parsial, analisis korelasi berganda, analisis regresi linier berganda, analisis koefisien determinasi, uji t dan uji F. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan secara parsial dan simultan antara pelatihan, motivasi dan kompetensi terhadap kinerja karyawan di Hotel Puri Dajuma.

Kata kunci: Pelatihan, Motivasi, Kompetensi, Kinerja Karyawan.

**THE INFLUENCE OF TRAINING, MOTIVATION AND COMPETENCE  
ON EMPLOYEE PERFORMANCE AT PURI DAJUMA HOTEL**

**ABSTRACT**

Human resources that are good can be seen in how well they do their jobs and responsibilities for the company. Employee performance is the work that people or groups in a company do in line with their duties and responsibilities to help the company reach its goals. This study aims to determine the effect of training, motivation, and competency on employees' and guests' performance at Hotel Puri Dajuma, partially and simultaneously. This study used a saturated sampling method with a total sample of 43 employees. The type of data used is quantitative and qualitative, as well as using primary and secondary data sources. In techniques for analyzing data, validity testing, reliability testing, descriptive analysis, classical assumption testing, partial correlation analysis, multiple correlation analysis, multiple linear regression analysis, analysis of the coefficient of determination, the T test, and the F test were used. The results showed that there was a positive and significant influence, both partial and simultaneous, between training, motivation, and competency on employee performance at Hotel Puri Dajuma.

**Keywords:** training, motivation, competence, and employee performance.