

ABSTRACT

This study aims to determine the effect of work discipline, communication, and motivation partially and simultaneously on employee performance. This research was conducted at Alex Villa Management Bali. The population uses Alex Villa Management Bali employees and a sample of 31 respondents. The data analysis technique uses the Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Coefficient of Determination Test, F-Test, and t-Test. The research results show that: (1) work discipline has a significant positive effect on employee performance, where the t-count value is 3.197, the regression coefficient value is 0.247 and the significance is 0.004. (2) Communication has a significant positive effect on employee performance, where the t-count value is 2.712, the regression coefficient value is 0.192 and the significance is 0.011. (3) Motivation has a significant positive effect on employee performance, where the t-count value is 2,921, the regression coefficient value is 0.471 and the significance is 0.007. (4) Simultaneously work discipline, communication and motivation have a significant effect on employee performance, where the F-count value is 23.-50.038, the regression equation is $Y = 0.350 + 0.247X_1 + 0.192X_2 + 0.471X_3$ and the significance is 0.000. The magnitude of the influence of independent variables on employee performance is 83.1%. The advice that researchers can give is that Alex Villa Management Bali should provide training to employees, guide employees, motivate employees and provide encouragement or encouragement to employees.

Keywords: *Work Discipline, Communication, Motivation, and Employee Performance*

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, komunikasi dan motivasi secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Alex Villa Management Bali. Populasi menggunakan karyawan Alex Villa Management Bali dan sampel sebanyak 31 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa: (1) disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 3,197, nilai koefisien regresi 0,247 dan signifikansi 0,004. (2) komunikasi berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 2,712, nilai koefisien regresi 0,192 dan signifikansi 0,011. (3) motivasi berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai t-hitung 2,921, nilai koefisien regresi 0,471 dan signifikansi 0,007. (4) secara simultan disiplin kerja, komunikasi dan motivasi berpengaruh signifikan terhadap kinerja karyawan, dimana diperoleh nilai F-hitung 23,-50,038, persamaan regresi sebesar $Y = 0,350 + 0,247X_1 + 0,192X_2 + 0,471X_3$ dan signifikansi 0,000. Besarnya pengaruh variabel bebas terhadap kinerja karyawan adalah 83,1%. Saran yang dapat diberikan peneliti adalah Alex Villa Management Bali hendaknya memberikan pelatihan kepada karyawan, membimbing karyawan, memberikan motivasi kepada karyawan dan memberikan semangat atau dorongan kepada karyawan.

Kata kunci: *Disiplin Kerja, Komunikasi, Motivasi dan Kinerja Karyawan*