

ABSTRACT

This study is entitled “The Influence of Training, Work Discipline, and Empowerment on Employee Performance at Hotel & Residences Riverview Kuta - Bali (Associated Harris). The main issues in this study are: How much influence do training, work discipline, and empowerment have on employee performance at Hotel & Residences Riverview Kuta, Bali (Associated Harris)? This study aims to determine the effect of training, work discipline, and empowerment on employee performance at Hotel & Residences Riverview Kuta - Bali (Associated Harris). The research conducted included a sample of 46 employees of Hotel & Residences Riverview Kuta, Bali (Associated Harris). Validity and reliability tests, classical assumption tests (normality, multicollinearity, and heteroscedasticity tests), partial correlation analysis, multiple correlation analysis, multiple linear regression analysis, determination analysis, and hypothesis testing (t and f tests) were performed using SPSS 25 for Windows. Based on the results of analysis and data analysis regarding the effect of training, work discipline, and empowerment on employee performance at Hotel & Residences Riverview Kuta – Bali (Associated Harris), all variables significantly influence employee performance. Training variable percentage (X1) of 0.294, work discipline variable (X2) of 0.360, and empowerment variables (X3) of 0.442 Training variable (X1), work discipline (X2), and empowerment (X3) have a simultaneous positive effect on the employee performance variable (Y) at Hotel & Residences Riverview Kuta - Bali (Associated Harris), namely 55.8% and 44.2%, due to other factors not discussed in this study.

Keywords: Employee Performance, Training, Work Discipline, and Empowerment

ABSTRAK

Penelitian ini berjudul “Pengaruh Pelatihan, Disiplin Kerja Dan Pemberdayaan Terhadap Kinerja Karyawan Di Hotel & Residences Riverview Kuta - Bali (Associated Harris). Adapun pokok permasalahan dalam penelitian ini yaitu: “Seberapa besar pengaruh pelatihan, disiplin kerja dan pemberdayaan terhadap kinerja karyawan di Hotel & Residences Riverview Kuta - Bali (Associated Harris)?”. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan, disiplin kerja dan pemberdayaan terhadap kinerja karyawan Di Hotel & Residences Riverview Kuta - Bali (Associated Harris). Penelitian yang dilakukan mengambil sampel sebanyak 46 orang karyawan Hotel & Residences Riverview Kuta - Bali (Associated Harris). Data yang diperoleh melalui kuesioner, diuji dengan uji validitas dan uji reliabilitas, uji asumsi klasik (uji normalitas, uji multikolinearitas dan uji heteroskedastisitas), analisis korelasi parsial, analisis korelasi berganda, analisis regresi linear berganda, analisis determinasi dan uji hipotesis (uji t dan f) dengan menggunakan bantuan SPSS 25 *for windows*. Berdasarkan hasil analisis dan analisis data, mengenai pengaruh pelatihan, disiplin kerja dan pemberdayaan terhadap kinerja karyawan di Hotel & Residences Riverview Kuta - Bali (Associated Harris), semua variabel berpengaruh secara signifikan terhadap kinerja karyawan. Persentase variabel pelatihan (X_1) sebesar 0,294, variabel disiplin kerja (X_2) sebesar 0,360 dan variabel pemberdayaan (X_3) sebesar 0,442. Variabel pelatihan (X_1), disiplin kerja (X_2) dan pemberdayaan (X_3) berpengaruh positif secara simultan terhadap variabel kinerja karyawan (Y) di Hotel & Residences Riverview Kuta - Bali (Associated Harris), yaitu sebesar 55,8% dan 44,2% disebabkan oleh faktor lain yang tidak dibahas dalam penelitian ini.

Kata Kunci: Kinerja Karyawan, Pelatihan, Disiplin Kerja dan Pemberdayaan.