

## ABSTRACT

*This study aims to determine the effect of work environment, work experience and compensation on employee performance at Hotel Tugu Bali Canggü by using quantitative methods. The study involved a sample of 75 people using saturated sampling method. Data collection using a questionnaire. Data analysis using SPSS 22.00 for Windows with analysis of Validity Test and Reliability Test, Descriptive Analysis, Classical Assumption Test, Partial Correlation Analysis, Multiple Correlation Analysis, Multiple Linear Regression, Coefficient of Determination Analysis, T-test Analysis, and F-test Analysis . Hypothesis testing was carried out at the 5% level. The results showed that work environment had a significant positive effect on employee performance, obtained a t-count value of 5,273 > t-table value of 1,666 and a significance of 0,024 <0.05, work experience had a significant positive effect on employee performance, obtained a t-count value of 4,315 > t value -table 1,666 and a significance of 0.000 <0.05, compensation has a significant positive effect on employee performance, obtained a t-count value of 2,471 > t-table value of 1.666 and a significance of 0.004 <0.05 and simultaneously work environment, work experience, and compensation have an effect significantly to employee performance, obtained an F-count value of 12,553 > F-table value of 3.12 and a significance of 0.000 <0.05. Based on these results it can be concluded that work environment, work experience, and compensation have a partial and simultaneous effect on employee performance at Hotel Tugu Bali Canggü.*

**Keywords : Work Environment, Work Experience, Compensation, Employee Performance**

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, pengalaman kerja dan kompensasi terhadap kinerja karyawan di Hotel Tugu Bali Cangu dengan menggunakan metode kuantitatif. Penelitian melibatkan sampel sebanyak 75 orang dengan menggunakan metode sampling jenuh. Pengumpulan data menggunakan kuesioner. Analisis data menggunakan SPSS 22.00 for Windows dengan analisis Uji Validitas dan Uji Reliabilitas, Analisis Deskriptif, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Regresi Linier Berganda, Analisis Koefisien Determinasi, Analisis Uji T-test, dan Analisis Uji F-test. Uji Hipotesis dilakukan pada taraf 5%. Hasil penelitian menunjukkan lingkungan kerja berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 5,273 > nilai t-tabel 1,666 dan signifikansi 0,024 < 0,05, pengalaman kerja berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 4,315 > nilai t-tabel 1,666 dan signifikansi 0,000 < 0,05, kompensasi berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 2,471 > nilai t-tabel 1,666 dan signifikansi 0,004 < 0,05 dan secara simultan lingkungan kerja, pengalaman kerja, dan kompensasi berpengaruh signifikan terhadap kinerja karyawan, diperoleh nilai F-hitung 12,553 > nilai F-tabel 3,12 dan signifikansi 0,000 < 0,05. Berdasarkan hasil tersebut dapat disimpulkan bahwa lingkungan kerja, pengalaman kerja, dan kompensasi sangat berpengaruh secara parsial dan simultan terhadap kinerja karyawan di Hotel Tugu Bali Cangu.

**Kata Kunci :Lingkungan Kerja, Pengalaman Kerja, Kompensasi, Kinerja Karyawan**