

ABSTRACT

The purpose of this study was to find out the influence of work discipline, leadership style and work motivation of Hotel & Residences Riverview Kuta – Bali (Associated Harris) employees. The sample in this study were Hotel & Residences Riverview Kuta - Bali (Associated Harris) employees, totaling 46 respondents. The analytical methods used were validity and reliability tests, classical assumption tests, normality tests, multicollinearity tests, heteroscedasticity tests, and partial trial tests. regression correlation analysis, multiple correlation analysis, multiple correlation analysis, multiple linear correlation analysis, deterministic analysis, t-test and F-test. with SPSS 25 for Windows. The results of the analysis show that there is a positive and significant influence partially across work disciplines on employee performance, as evidenced by the t-score of 2.637 greater than the t-table of 1.681. Leadership style has a positive and sometimes significant effect on employee performance, as evidenced by the obtained t-score of 2.770 which is greater than the t-table of 1.681. There is a positive and significant effect partially between work discipline on employee performance, as evidenced by the t-count obtained at 2.497 which is greater than the t-table of 1.681 From these results it can be seen that there is a positive and significant influence between work discipline, leadership style and work motivation on employees of Hotel & Residences Riverview Kuta – Bali (Associated Harris).

Keywords: Work Discipline, Leadership Style, Work Motivation, Employee Performance.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Disiplin Kerja, Gaya Kepemimpinan, dan Motivasi Kerja Terhadap Karyawan di Hotel & Residences Riverview Kuta – Bali (Associated Harris). Sampel dalam penelitian ini adalah karyawan di Hotel & Residences Riverview Kuta - Bali (Associated Harris), dengan jumlah sampel penelitian 46 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, uji asumsi klasik, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, analisis regresi korelasi parsial, analisis korelasi berganda, analisis korelasi berganda, analisis korelasi linear berganda, analisis determinasi, uji t dan uji F dengan menggunakan bantuan program SPSS 25 *for windows*. Hasil analisis menunjukkan terdapat pengaruh yang positif dan signifikan secara parsial antara disiplin kerja terhadap kinerja karyawan dibuktikan dengan nilai t hitung dimana sebesar 2,637 lebih besar dibandingkan t tabel sebesar 1,681. Terdapat pengaruh yang positif, dan signifikan secara parsial antara gaya kepemimpinan terhadap kinerja karyawan dibuktikan dengan nilai t hitung didapat sebesar 2,770 lebih besar dibandingkan t tabel sebesar 1,681. Terdapat pengaruh yang positif dan signifikan secara parsial antara disiplin kerja terhadap kinerja karyawan dibuktikan dengan nilai t hitung didapat sebesar 2,497 lebih besar dibandingkan t tabel sebesar 1,681. Dari hasil ini, dapat dilihat bahwa terdapat pengaruh yang positif dan signifikan secara simultan antara Disiplin Kerja, Gaya Kepemimpinan, dan Motivasi Kerja Terhadap Karyawan di Hotel & Residences Riverview Kuta – Bali (Associated Harris).

Kata kunci: Disiplin Kerja, Gaya Kepemimpinan, Motivasi Kerja, Kinerja Karyawan.