

## ABSTRACT

This study aims to determine the effect of motivation, work discipline, and work environment partially and simultaneously on employee performance. This research was conducted at THE HAVEN Bali Seminyak Hotel and a sample of 76 respondents. Techniques of analyzing data are using Descriptive Analysis techniques, Validity Test, Reliability Tests, Classical Assumption Tests, Partial Correlation Analysis, Multiple Correlation Analysis, Multiple Linear Regression Analysis, Determination Coefficient Tests, T-Test, and F tests. From the research results it can be seen that: (1) Motivation has a positive and significant effect on employee performance, where a regression coefficient value of 0.305 is obtained, a t-count value of 2.233, and a significant 0.029. (2) Work Discipline has a positive and significant effect on employee performance, where a regression coefficient value of 0.505 is obtained, a t-count value of 2.555, and a significant 0.013. (3) Work Environment has a positive and significant effect on employee performance, where a regression coefficient value of 0.212 is obtained, a t-count value of 3.376, and a significant 0.001. (4) Simultaneously motivation, work discipline, and work environment have a significant effect on employee performance, where the F-count value is 27.906 compared to the t-table value of 2.730, together the regression is  $Y = -0.579 + 0.305X_1 + 0.505X_2 + 0.212X_3$  and significant 0.000. The magnitude of the influence of motivation, work discipline, and work environment simultaneously contributed to 53.8%. Suggestions that can be given by researchers are the management and employees of THE HAVEN Bali Seminyak Hotel in the future can establish good relations with one another, increase discipline against established rules, provide good security, and hope that in the future employees can improve the quality of their work to improve their performance and competence.

Keywords: Motivation, Work Discipline, Work Environment and Employee Performance

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Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, disiplin kerja dan lingkungan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Hotel THE HAVEN Bali Seminyak dan sampel sebanyak 76 responden. Teknik analisis data menggunakan teknik Analisis Deskriptif, Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Analisis Regresi Linear Berganda, Uji Koefisien Determinasi, Uji T dan Uji F. Dari hasil penelitian dapat dilihat bahwa: (1) Motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana diperoleh nilai koefisien regresi 0,305, nilai t-hitung 2,233, dan signifikan 0,029. (2) Disiplin Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana diperoleh nilai koefisien regresi 0,505, nilai t-hitung 2,555, dan signifikan 0,013. (3) Lingkungan Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana diperoleh nilai koefisien regresi 0,212, nilai t-hitung 3,376, dan signifikan 0,001. (4) Secara simultan motivasi, disiplin kerja dan lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan, dimana diperoleh nilai F-hitung 27,906 dibandingkan dengan nilai t-tabel 2,730, bersamaan regresi sebesar  $Y = -0,579 + 0,305X_1 + 0,505X_2 + 0,212X_3$  dan signifikan 0,000. Besarnya pengaruh motivasi, disiplin kerja dan lingkungan kerja secara simultan memberikan kontribusi sebesar 53,8%. Saran yang dapat diberikan peneliti adalah pihak manajemen dan karyawan Hotel THE HAVEN Bali Seminyak kedepannya dapat menjalin hubungan baik antara satu dengan lainnya, meningkatkan kedisiplinan terhadap aturan yang ditetapkan, memberikan keamanan yang baik dan harapan kedepannya karyawan dapat meningkatkan kualitas kerjanya sehingga dapat meningkatkan kinerja dan kompetensi yang dimiliki

Kata kunci: Motivasi, Disiplin Kerja, Lingkungan Kerja dan Kinerja Karyawan