

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi, penghargaan dan gaya kepemimpinan terhadap kinerja karyawan di Solaris Hotel Kuta. Dalam penelitian ini populasi yang digunakan adalah seluruh karyawan di Solaris Hotel Kuta dengan total sampel sebanyak 43 orang. Data dianalisis menggunakan uji validitas, uji reabilitas uji asumsi klasik, analisis regresi linier berganda, analisis korelasi parsial, analisis korelasi berganda, uji analisis determinasi, uji f dan uji t. Dalam hasil uji analisis determinasi dari penelitian ini ditemukan bahwa budaya organisasi, penghargaan dan gaya kepemimpinan secara simultang memberi kontribusi naik turunnya kinerja karyawan di Solaris Hotel Kuta sebesar 56,2%, serta hasil penelitian menunjukkan bahwa (1) budaya organisasi berpengaruh positif signifikan terhadap kinerja karyawan di Solaris Hotel Kuta. Diperoleh nilai t-hitung 2,200 > t-tabel 2,023 dengan nilai koefisien regresi sebesar 0,383. (2) penghargaan berpengaruh positif signifikan terhadap kinerja karyawan di Solaris Hotel Kuta, diperoleh nilai t-hitung sebesar 2,677 > t-tabel 2,023 dengan nilai koefisien regresi sebesar 0,530. (3) gaya kepemimpinan berpengaruh positif signifikan terhadap kinerja karyawan di Solaris Hotel Kuta, diperoleh nilai 3,996 > t-tabel 2,023 dengan nilai koefisien regresi sebesar 0,541 dan (4) secara simultan budaya organisasi, penghargaan dan gaya kepemimpinan berpengaruh positif signifikan terhadap kinerja karyawan di Solaris Hotel Kuta, diperoleh nilai f-hitung 16,677 > f-tabel 2,845 dengan nilai koefisien regresi sebesar 0,000 dan dari hasil regresi linier berganda sebesar  $Y = -5,313 + 0,374X + 0,541X$ . Berdasarkan hasil tersebut dapat disimpulkan bahwa budaya organisasi, penghargaan dan gaya kepemimpinan berpengaruh positif secara parsial dan simultang terhadap kinerja karyawan di Solaris Hotel Kuta.

Kata kunci: Budaya organisasi, Penghargaan, Gaya Kepemimpinan dan Kinerja Karyawan.

## ABSTRACT

This study aims to determine the effect of organizational culture, appreciation and leadership style on employee performance at Solaris Hotel Kuta. In this study the population used was all employees at Solaris Hotel Kuta with a total sample of 43 people. The data were analyzed using validity test, classical assumption test reliability test, multiple linear regression analysis, partial correlation analysis, multiple correlation analysis, determination analysis test, f test and t test. In the determination analysis test results of this study it was found that organizational culture, rewards and leadership styles simultaneously contributed to the rise and fall of employee performance at Solaris Hotel Kuta by 56.2%, and the results showed that (1) organizational culture has a significant positive effect on employee performance at Solaris Hotel Kuta. Obtained t-count value of  $2.200 > t\text{-table } 2.023$  with a regression coefficient value of 0.383. (2) appreciation has a significant positive effect on employee performance at Solaris Hotel Kuta, obtained a t-count value of  $2.677 > t\text{-table } 2.023$  with a regression coefficient value of 0.530. (3) leadership style has a significant positive effect on employee performance at Solaris Hotel Kuta, obtained a value of  $3.996 > t\text{-table } 2.023$  with a regression coefficient value of 0.541 and (4) simultaneously organizational culture, appreciation and leadership style have a significant positive effect on employee performance at Solaris Hotel Kuta, obtained an f-count value of  $16.677 > f\text{-table } 2.845$  with a regression coefficient value of 0.000 and from the results of multiple linear regression of  $Y = -5.313 + 0.374X + 0.541X$ . Based on these results it can be concluded that organizational culture, appreciation and leadership style have a positive effect partially and simultaneously on employee performance at Solaris Hotel Kuta.

Keywords: Organizational Culture, Rewards, Leadership Style and Employee Performance.