

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, pengalaman, dan lingkungan kerja terhadap produktivitas karyawan di Alila Seminyak. populasi dalam penelitian ini adalah karyawan pada Alila Seminyak dengan mengambil sampel sebanyak 78 karyawan. Data dianalisa menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, analisis korelasi parsial, analisis korelasi berganda, uji analisis determinasi, uji f dan uji t. Hasil uji analisis determinasi dari penelitian ini ditemukan bahwa motivasi, pengalaman, dan lingkungan kerja secara simultan memberikan kontribusi naik turunnya produktivitas karyawan di Alila Seminyak sebesar 59,4%, serta hasil penelitian menunjukkan bahwa (1) motivasi berpengaruh positif signifikan terhadap produktivitas karyawan, diperoleh nilai t-hitung 2,760 > t-tabel 1,993 dengan nilai koefisien regresi sebesar 0,383, (2) pengalaman berpengaruh positif signifikan terhadap produktivitas karyawan, diperoleh nilai t-hitung 3,379 > t-tabel 1,993 dengan nilai koefisien regresi sebesar 0,613, (3) lingkungan kerja berpengaruh positif signifikan terhadap produktivitas karyawan, diperoleh nilai t-hitung 2,291 > t-tabel 1,993 dengan nilai koefisien regresi sebesar 0,279, dan (4) secara simultan motivasi, pengalaman, dan lingkungan kerja berpengaruh positif signifikan terhadap produktivitas karyawan, diperoleh nilai f-hitung 36,037 > f tabel 2,728 dengan nilai koefisien regresi sebesar 0,000 dan dari hasil regresi linier berganda sebesar  $Y = 0,234 + 0,383X_1 + 0,613X_2 + 0,279X_3$ .

Berdasarkan hasil tersebut dapat disimpulkan bahwa motivasi, pengalaman, dan lingkungan kerja berpengaruh positif secara parsial dan simultan terhadap produktivitas karyawan di Alila Seminyak.

**Kata Kunci:** Motivasi, Pengalaman, Lingkungan Kerja, dan Produktivitas Karyawan

## ABSTRACT

This study aims to determine the effect of motivation, experience, and work environment on employee productivity at Alila Seminyak. The population in this study were employees at Alila Seminyak by taking a sample of 78 employees. Data were analyzed using validity test, reliability test, classical assumption test, multiple linear regression analysis, partial correlation analysis, multiple correlation analysis, determination analysis test, f test and t test. The results of the determination analysis test of this study found that motivation, experience, and work environment simultaneously contributed to the rise and fall of employee productivity at Alila Seminyak by 59.4%, and the results showed that (1) motivation has a significant positive effect on employee productivity, obtained a t-count value of 2.760 > t-table 1.993 with a regression coefficient value of 0.383, (2) experience has a significant positive effect on employee productivity, obtained a t-count value of 3.379 > t-table 1, 993 with a regression coefficient value of 0.613, (3) the work environment has a significant positive effect on employee productivity, obtained a t-count value of 2.291 > t-table 1.993 with a regression coefficient value of 0.279, and (4) simultaneously motivation, experience, and work environment have a significant positive effect on employee productivity, obtained the f-count value of 36.037 > f table 2.728 with a regression coefficient value of 0.000 and from the multiple linear regression results of  $Y = 0.234 + 0.383X_1 + 0.613X_2 + 0.279X_3$ . Based on these results it can be concluded that motivation, experience, and work environment have a positive effect partially and simultaneously on employee productivity at Alila Seminyak.

**Keywords:** Motivation, Experience, Work Environment, and Employee Productivity