

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh komitmen organisasi, kepuasan kerja dan lingkungan kerja terhadap kinerja karyawan Hotel LV8 Resort. Populasi dalam penelitian ini adalah karyawan pada Hotel LV8 Resort dengan mengambil sampel sebanyak 51 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 determinasi dari penelitian ditemukan bahwa komitmen organisasi, kepuasan kerja dan lingkungan kerja secara simultan memberikan kontribusi naik turunnya kinerja karyawan di Hotel LV8 Resort sebesar 43,1%, serta hasil penelitian menunjukkan bahwa (1) komitmen organisasi berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 2,560 > nilai t-tabel 2,012 dengan nilai koefisien regresi sebesar 0,411. (2) kepuasan kerja berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 2,763 > nilai ttabel 2,012, dengan nilai koefisien regresi sebesar 0,375. (3) lingkungan kerja berpengaruh positif signifikan terhadap kinerja karyawan, diperoleh nilai t-hitung 2,130 > nilai t-tabel 2,012, dengan nilai koefisien regresi sebesar 0,283. dan (4) secara simultan komitmen organisasi, kepuasan kerja dan lingkungan kerja terhadap kinerja karyawan, diperoleh nilai F-hitung 11,844 > nilai F-tabel 2,802, dengan nilai koefisien regresi sebesar 0,000, dan dari hasil Regresi linier berganda sebesar $Y = -4,230 + 0,411X_1 + 0,375X_2 + 0,283X_3$. Berdasarkan hasil tersebut dapat disimpulkan bahwa komitmen organisasi, kepuasan kerja dan lingkungan kerja sangat berpengaruh secara parsial dan simultan terhadap kinerja karyawan pada Hotel LV8 Resort.

Kata Kunci: Komitmen Organisasi, Kepuasan Kerja, Lingkungan Kerja Dan Kinerja Karyawan.

ABSTRACT

The purpose of this study is to determine how organizational commitment, employment satisfaction, and work environment influence employee performance at the LV8 Resort Hotel. The population of this research consisted of 51 randomly selected employees from the LV8 Resort Hotel. Using the 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 data was analyzed. The study determined that organizational commitment, job satisfaction, and the work environment all contributed to the rise and fall of employee performance at LV8 Resort Hotel by 43.1%, and the results demonstrated that (1) organizational commitment has a significant positive effect on employee performance (t-count value 2.560 > t-table value 2.012 with a regression coefficient value of 0.42). (2) Job satisfaction has a statistically significant positive effect on employee performance, with a t-count value of 2.763 > a t-table value of 2.012 and a regression coefficient of 0.375. We obtained a t-count value of 2.130 and a t-table value of 2.012, as well as a regression coefficient of 0.283. (4) simultaneously organizational commitment, job satisfaction, and work environment on employee performance, yielded an F-count value of 11.844 > F-table value of 2.802, with a regression coefficient value of 0.000, and from the results of multiple linear regression, $Y = -4.230 + 0.41X_1 + 0.375X_2 + 0.2X_3$. On the basis of these findings, it can be concluded that organizational commitment, job satisfaction, and work environment have a significant influence on employee performance at the LV8 Resort Hotel, both partially and simultaneously.

Keywords: Organizational Commitment, Employment Satisfaction, Work Environment, Employee Performance