

ABSTRACT

This study aims to determine the effect of Leadership, Motivation and Work Environment on Employee Performance. the population in this study were employees who worked at THE HAVEN SUITES Bali Berawa by taking a sample of 94 employees. Then the data was analysed using validity test, reliability test, classical assumption test, multiple correlation analysis, determination analysis test, f test and t test. The results of the determination analysis test of this study found that Leadership, Motivation and Work Environment simultaneously influence Employee Performance. The results showed that the value of leadership (X1) had a significant effect on employee performance obtained t-count value 4.534 > 1.661 t table value, the value of motivation (X2) had a significant effect on employee performance obtained t-count value 3.808 > 1.661 t table value, The value of the work environment (X3) has a significant effect on Employee Performance obtained t-count value 3.106 > 1.661 t table value and F count value 19.790 > 2.705 F table value with regression coefficient value of 0.000 and from multiple linear regression results of $Y = 1.683 + 0.411 X1 + 0.321 X2 + 0.325 X3$. Based on these results it can be concluded that Leadership, Motivation and Work Environment partially and simultaneously affect the Employee Performance of THE HAVEN SUITES Bali Berawa.

Keywords : Leadership, Motivation, Work Environment and Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kepemimpinan, Motivasi dan Lingkungan Kerja terhadap Kinerja Karyawan. populasi dalam penelitian ini adalah karyawan yang bekerja di THE HAVEN SUITES Bali Berawa dengan mengambil sampel sebanyak 94 karyawan. Kemudian data dianalisa menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis korelasi berganda, uji analisis determinasi, uji f dan uji t. Hasil uji analisis determinasi dari penelitian ini ditemukan bahwa Kepemimpinan, Motivasi dan Lingkungan Kerja secara simultan memberikan pengaruh terhadap Kinerja Karyawan. Hasil penelitian menunjukkan bahwa Nilai kepemimpinan (X1) berpengaruh signifikan terhadap Kinerja Karyawan diperoleh nilai t-hitung $4,534 > 1,661$ nilai t tabel, Nilai motivasi (X2) berpengaruh signifikan terhadap Kinerja Karyawan diperoleh nilai t-hitung $3,808 > 1,661$ nilai t tabel, Nilai lingkungan kerja (X3) berpengaruh signifikan terhadap Kinerja Karyawan diperoleh nilai t-hitung $3,106 > 1,661$ nilai t tabel dan Nilai F hitung $19,790 > 2,705$ nilai F tabel dengan nilai koefisien regresi sebesar 0,000 dan dari hasil regresi linier berganda sebesar $Y = 1,683 + 0,411 X1 + 0,321 X2 + 0,325 X3$. Berdasarkan hasil tersebut dapat disimpulkan bahwa Kepemimpinan, Motivasi dan Lingkungan Kerja berpengaruh secara parsial dan simultan terhadap Kinerja Karyawan THE HAVEN SUITES Bali Berawa.

Kata Kunci : Kepemimpinan, Motivasi, Lingkungan Kerja dan Kinerja Karyawan