

ABSTRACT

This study aims to determine the influence of employees' hierarchy of needs on work performance, both partially and simultaneously. We conducted the research at the Double Six Luxury Hotel Seminyak, Badung, Bali. The population of this study includes all employees at the Double Six Luxury Hotel Seminyak, and purposive sampling was used to determine a sample size of 71 respondents. Multiple linear regression analysis is the data analysis technique used. The study's findings show that there is a positive and significant relationship between physiological needs (X1) and work performance, with a regression coefficient value of 0.270, $t\text{-value} = 2.706 > t\text{-table} = 1.997$ (2). There is a positive and significant influence between safety needs (X2) and work performance, with a regression coefficient value of 0.234, $t\text{-value} = 2.982 > t\text{-table} = 1.997$ (3). The relationship between social needs (X3) and work performance is positive and significant, with a regression coefficient value of 0.199, $t\text{-value} = 2.584 > t\text{-table} = 1.997$ (4). There is a positive and significant influence between esteem needs (X4) and work performance, with a regression coefficient value of 0.200, $t\text{-value} = 2.985 > t\text{-table} = 1.997$ (5). There is a positive and significant influence between self-actualization needs (X5) and work performance, with a regression coefficient value of 0.360, $t\text{-value} = 3.335 > t\text{-table} = 1.997$ (6). At the Double Six Luxury Hotel, physiological needs, safety needs, social needs, esteem needs, and self-actualization needs have a positive and significant influence on work performance. The F-value of 21.537 surpasses the F-table of 2.356, demonstrating this.

Keywords: Employees' Hierarchy of Needs, Work Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh hierarki kebutuhan karyawan terhadap prestasi kerja baik secara parsial maupun simultan. Penelitian ini dilakukan hotel double six luxury seminyak, badung - bali. Populasi dari penelitian ini adalah seluruh karyawan di hotel double six luxury seminyak dengan menggunakan metode purposive sampling sehingga ditentukan sampel sebanyak 71 responden. Teknik analisis data menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan terdapat pengaruh positif dan signifikan antara kebutuhan fisiologis (X1) terhadap prestasi kerja dengan nilai koefisien regresi sebesar 0,270, nilai $t_{hitung} = 2,706 > t_{tabel} = 1,997$; (2). Terdapat pengaruh positif dan signifikan antara kebutuhan rasa aman (X2) terhadap prestasi kerja. dengan nilai koefisien regresi sebesar 0,234, nilai $t_{hitung} = 2,982 > t_{tabel} = 1,997$; (3). Terdapat pengaruh positif dan signifikan antara kebutuhan sosial (X3) terhadap prestasi kerja, dengan nilai koefisien regresi sebesar 0,199, nilai $t_{hitung} = 2,584 > t_{tabel} = 1,997$; (4). Terdapat pengaruh positif dan signifikan antara kebutuhan penghargaan (X4) terhadap prestasi kerja dengan nilai koefisien regresi sebesar 0,200, nilai $t_{hitung} = 2,985 > t_{tabel} = 1,997$; (5). Terdapat pengaruh positif dan signifikan antara kebutuhan aktualisasi diri (X5) terhadap prestasi kerja, dengan nilai koefisien regresi sebesar 0,360, nilai $t_{hitung} = 3,335 > t_{tabel} = 1,997$; (6). Terdapat pengaruh positif dan signifikan antara Kebutuhan fisiologis, kebutuhan rasa aman kebutuhan sosial, kebutuhan penghargaan dan kebutuhan aktualisasi diri terhadap Prestasi kerja di Double Six Luxury Hotel. Hal tersebut dibuktikan dengan nilai $F_{hitung} = 21,537 > F_{tabel} = 2,356$.

Kata kunci: Hierarki Kebutuhan Karyawan, Prestasi Kerja.