

## ABSTRACT

The study aims to determine the effect of leadership style, organizational culture, and work motivation on the performance of Padma Resort Legian Hotel employees. A questionnaire was used to collect data from research respondents. The population in this study were all employees of Padma Resort Legian Hotel, and the sample in this study were 85 respondents. Validity and reliability tests of research instruments, classical assumption tests, partial correlation analysis, multiple correlation analysis, multiple linear regression analysis, determination tests, t-tests, and f-tests were all used to look at the data. The results of the analysis show 1) partially the t-count value is obtained at 4.148 while the t-table is 1.66, which means that there is indeed a positive and significant influence between leadership style and the performance of Padma Resort Legian Hotel employees; (2) partially the t-count value is obtained at 3.409 while the t-table is 1.66, which means that there is indeed a positive and significant influence between organizational culture and the performance of Padma Resort Legian Hotel employees. (3) partially the t-count value is obtained at 5.803 while the t-table is 1.66, which means that there is indeed a positive and significant influence between work motivation and the performance of Padma Resort Legian Hotel employees; and (4) simultaneously the F-count value is obtained at 47.814 while the F-table is 2.72, which means that there is indeed a positive and significant influence between leadership style, organizational culture, and work motivation on the performance of Padma Resort Legian Hotel employees.

**Keywords: Leadership Style, Organizational Culture, Work Motivation and Employee Performance.**

## ABSTRAK

Penelitian bertujuan untuk mengetahui pengaruh gaya kepemimpinan, budaya organisasi dan motivasi kerja, terhadap kinerja karyawan Hotel Padma Resort Legian. Pengumpulan data dilakukan dengan menggunakan kuisisioner kepada responden penelitian. Populasi dalam penelitian ini adalah seluruh karyawan Hotel Padma Resort Legian dan sampel dalam penelitian ini adalah 85 orang responden. Analisis data dilakukan dengan menggunakan uji validitas dan reliabilitas instrumen penelitian, uji asumsi klasik, analisis korelasi parsial, analisis korelasi berganda, analisis regresi linier berganda, uji determinasi, uji t dan uji f Hasil analisis menunjukkan :(1)secara parsial nilai  $t_{hitung}$  didapat sebesar 4,148 sedangkan  $t_{tabel}$  sebesar 1,66 yang berarti memang betul ada pengaruh positif dan signifikan antara gaya kepemimpinan terhadap kinerja karyawan Hotel Padma Resort Legian, (2) secara parsial nilai  $t_{hitung}$  didapat sebesar 3,409 sedangkan  $t_{tabel}$  sebesar 1,66 yang berarti memang betul ada pengaruh positif dan signifikan antara budaya organisasi terhadap kinerja karyawan Hotel Padma Resort Legian, (3) secara parsial nilai  $t_{hitung}$  didapat sebesar 5,803 sedangkan  $t_{tabel}$  sebesar 1,66 yang berarti bahwa memang betul ada pengaruh positif dan signifikan antara motivasi kerja terhadap kinerja karyawan Hotel Padma Resort Legian dan (4) secara simultan nilai  $F_{hitung}$  didapat sebesar 47,814 sedangkan  $F_{tabel}$  sebesar 2,72 yang berarti bahwa memang betul ada pengaruh positif dan signifikan antara gaya kepemimpinan, budaya organisasi dan motivasi kerja terhadap kinerja karyawan Hotel Padma Resort Legian

**Keywords: Gaya Kepemimpinan, Budaya Organisasi, Motivasi Kerja dan Kinerja Karyawan**