

## ABSTRACT

This study aims to analyze the effect of communication, work environment, and work discipline partially and simultaneously on employee productivity. This research was conducted at the Grand Kuta Hotel & Residence. The population of the study included Grand Kuta Hotel & Residence employees, and a sample of 45 respondents was also used. The study employed various data analysis techniques such as the validity test, reliability test, classical assumption test, multiple linear regression analysis, partial correlation analysis, multiple correlation analysis, determination coefficient test, F test, and t test. According to the study's results, communication has a significant effect on employee productivity, as evidenced by the tcount value = 2.564 > t table 2.0195 and its significance is 0.014 <0.05, the work environment has a significant positive effect on employee productivity, as evidenced by the tcount value = 2.374 > t table 2.0195 and its significance is 0.022 <0.05, work discipline has a positive and significant effect on employee productivity, evidenced by the value of tcount = 3.563 > t table 2.0195 and significant at 0.001 <0.05 and simultaneously communication, work environment, and work discipline have a significant effect on employee productivity, proven by Fcount = 22.705 > F table 2.83, the regression equation is  $Y = 1.163 + 0.355X_1 + 0.187X_2 + 0.822X_3$ , with a significant level of 0.000 <0.05. Researchers suggest that Grand Kuta Hotel & Residence should always provide appropriate incentives to increase employee enthusiasm at work, provide training to employees periodically, foster relationships between employees, and give reprimands or sanctions to employees who do not comply with time rules.

**Keywords: Communication, Work Environment, Work Discipline, Employee Productivity**

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh komunikasi, lingkungan kerja dan disiplin kerja secara parsial dan simultan terhadap produktivitas karyawan. Penelitian ini dilakukan di Grand Kuta Hotel & Residence. Populasi menggunakan karyawan Grand Kuta Hotel & Residence dan sampel sebanyak 45 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa komunikasi berpengaruh signifikan terhadap produktivitas karyawan, dibuktikan dengan nilai  $t_{hitung} = 2,564 > t$  tabel 2,0195 dan signifikannya sebesar  $0,014 < 0,05$ , lingkungan kerja berpengaruh positif signifikan terhadap produktivitas karyawan, dibuktikan dengan nilai  $t_{hitung} = 2,374 > t$  tabel 2,0195 dan signifikannya sebesar  $0,022 < 0,05$ , disiplin kerja berpengaruh positif dan signifikan terhadap produktivitas karyawan, dibuktikan dengan nilai  $t_{hitung} = 3,563 > t$  tabel 2,0195 dan signifikannya sebesar  $0,001 < 0,05$  dan secara simultan komunikasi, lingkungan kerja dan disiplin kerja berpengaruh signifikan terhadap produktivitas karyawan, Dibuktikan dengan  $F_{hitung} = 22,705 > F$  tabel 2,83, persamaan regresi yaitu  $Y = 1,163 + 0,355X_1 + 0,187X_2 + 0,822X_3$  dengan tingkat signifikannya sebesar  $0,000 < 0,05$ . Saran yang dapat diberikan peneliti adalah Grand Kuta Hotel & Residence diharapkan selalu memberikan insentif yang sesuai, untuk meningkatkan semangat karyawan dalam bekerja, secara berkala memberikan pelatihan kepada karyawan, membina hubungan yang terjalin antar karyawan dan memberikan teguran atau sanksi kepada karyawan yang tidak taat terhadap aturan waktu.

**Kata Kunci: Komunikasi, Lingkungan kerja, Disiplin kerja, Produktivitas karyawan**