

## **ABSTRACT**

This research aims to determine the influence of work discipline, motivation and competence on the performance of employees at The Kayon Resort Ubud Bali. The population used The Kayon Resort Ubud Bali employees and a sample of 88 respondents. The data analysis technique uses multiple linear regression analysis. The results of the research explain that: 1) work discipline has a partially positive and significant effect on employee performance. This means that the higher the work discipline, the performance of The Kayon Resort Ubud employees will increase. The research results explain work discipline which reflects discipline in following rules and procedures, increasing work efficiency and effectiveness, and contributing to achieving organizational goals. 2) Work motivation has a partially positive and significant effect on employee performance. This means that the higher the work motivation, the performance of The Kayon Resort Ubud employees will increase. The research results explain that high motivation encourages employees to work harder and more efficiently. 3) Competence partially has a positive and significant effect on employee performance. This means that the higher the competency, the performance of The Kayon Resort Ubud employees will increase. The research results show that employees who have relevant skills and knowledge tend to have better performance. 4) Work discipline, motivation and competence simultaneously have a positive and significant effect on the performance of The Kayon Resort Ubud employees. Based on research results that statistically show work discipline, motivation and competence are important elements in improving employee performance at The Kayon Resort Ubud.

Keywords: Work Discipline, Motivation, Competence, Employee Performance

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, motivasi dan kompetensi terhadap kinerja karyawan The Kayon Resort Ubud Bali. Populasi menggunakan karyawan The Kayon Resort Ubud Bali dan sampel sebanyak 88 responden. Teknik analisis data menggunakan analisis regresi linier berganda, Hasil penelitian menjelaskan bahwa : 1) disiplin kerja berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan. Artinya, semakin tinggi disiplin kerja, maka kinerja karyawan The Kayon Resort Ubud akan semakin meningkat. Hasil penelitian menjelaskan disiplin kerja mencerminkan kedisiplinan dalam mengikuti aturan dan prosedur, meningkatkan efisiensi dan efektivitas kerja, serta berkontribusi pada pencapaian tujuan organisasi. 2) Motivasi kerja berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan. Artinya, semakin tinggi motivasi kerja, maka kinerja karyawan The Kayon Resort Ubud akan semakin meningkat. Hasil penelitian menjelaskan motivasi yang tinggi mendorong karyawan bekerja lebih keras dan efisien. 3) Kompetensi secara parsial berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan. Artinya, semakin tinggi kompetensi, maka kinerja karyawan The Kayon Resort Ubud akan semakin meningkat. Hasil penelitian menjelaskan karyawan yang memiliki keterampilan dan pengetahuan yang relevan cenderung memiliki kinerja yang lebih baik. 4) Disiplin kerja, motivasi dan kompetensi berpengaruh positif dan signifikan secara simultan terhadap kinerja karyawan The Kayon Resort Ubud. Berdasarkan hasil penelitian menunjukkan secara statistik disiplin kerja, motivasi, dan kompetensi merupakan elemen penting dalam meningkatkan kinerja karyawan pada The Kayon Resort Ubud.

**Kata Kunci: Disiplin Kerja, Motivasi, Kompetensi, Kinerja Karyawan**