

ABSTRACT

This research aimed to determine the influence of employee empowerment, employee involvement, and the work environment partially and simultaneously on employee performance. This research was conducted at the Indigo Bali Seminyak Beach Hotel. The population used Hotel Indigo Bali Seminyak Beach employees and a sample of 75 respondents. Data analysis techniques used the Validity Test, Reliability Test, Classical Assumption Test, Partial Correlation Analysis, Multiple Correlation Analysis, Multiple Linear Regression Analysis, Coefficient of Determination Test, T-Test, and F Test. From the research results, it can be seen that 1) Employee empowerment had a positive effect and significant impact on employee performance as evidenced by the regression coefficient value of 0.214, $t_{\text{count}} = 2.788 > t_{\text{table}} = 1.666$ with a significance level of $0.007 < 0.050$, 2) Employee involvement had a significant positive effect on employee performance as evidenced by the regression coefficient value of 0.604, $t_{\text{count}} = 4.590 > t_{\text{table}} = 1.666$ with a significance level of $0.000 < 0.050$, 3) The work environment had a positive and significant effect on employee performance as evidenced by the regression coefficient value of 0.214, $t_{\text{count}} = 2.793 > t_{\text{table}} = 1.666$ with a significance level of $0.007 < 0.050$. 4) There was a positive and significant influence between employee empowerment, employee involvement, and the work environment on employee performance at Hotel Indigo Bali Seminyak Beach. With a value of count = 46.033 > table = 2.73, with a significance level of $0.000 < 0.050$ and a coefficient of determination of 0.646 or 64.6%, this shows that employee empowerment, employee involvement and the work environment simultaneously contribute 64.6% to ups and downs in employee performance.

Keywords: employee empowerment, employee engagement, work environment, employee performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh pemberdayaan karyawan, keterlibatan karyawan dan lingkungan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Hotel Indigo Bali Seminyak Beach. Populasi menggunakan karyawan Hotel Indigo Bali Seminyak Beach dan sampel sebanyak 75 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Analisis Regresi Linier Berganda, Uji Koefisien Determinasi, Uji t dan Uji F. Dengan hasil penelitian dapat dilihat bahwa 1) Pemberdayaan karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan dibuktikan dengan nilai koefisien regresi sebesar 0,214, nilai $t_{hitung} = 2,788 > t_{tabel} = 1,666$ dengan tingkat signifikannya sebesar $0,007 < 0,050$, 2) Keterlibatan karyawan berpengaruh positif signifikan terhadap kinerja karyawan dibuktikan dengan nilai koefisien regresi sebesar 0,604, nilai $t_{hitung} = 4,590 > t_{tabel} = 1,666$ dengan tingkat signifikannya sebesar $0,000 < 0,050$, 3) Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dibuktikan dengan nilai koefisien regresi sebesar 0,214, nilai $t_{hitung} = 2,793 > t_{tabel} = 1,666$ dengan tingkat signifikannya sebesar $0,007 < 0,050$. 4) Terdapat pengaruh positif dan signifikan antara pemberdayaan karyawan, keterlibatan karyawan dan lingkungan kerja terhadap kinerja karyawan di Hotel Indigo Bali Seminyak Beach. Dengan nilai $f_{hitung} = 46,033 > f_{tabel} = 2,73$, dengan tingkat signifikannya sebesar $0,000 < 0,050$ dan koefisien determinasi adalah 0,646 atau 64,6%, ini menunjukkan pemberdayaan karyawan, keterlibatan karyawan dan lingkungan kerja secara simultan memberikan kontribusi sebesar 64,6% terhadap naik turunnya kinerja karyawan.

kata kunci: pemberdayaan karyawan, keterlibatan karyawan, lingkungan kerja, kinerja karyawan