

ABSTRACT

Efforts to improve employee performance at Hotel Indigo Bali Seminyak Beach are by paying attention to factors that can influence employee performance such as rewards, motivation and work discipline. This research aims to determine whether there is a significant positive influence simultaneously between reward, motivation and work discipline on employee performance at Hotel Indigo Bali Seminyak Beach. The population in this study were employees at Hotel Indigo Bali Seminyak Beach. The number of samples in this study was 170 people. Data analysis uses validity tests, reliability tests, classical assumption tests, partial correlation, multiple correlation, multiple linear regression, coefficient of determination, T test and F test. From the results of the analysis that has been carried out, it can be said that there is a partial positive and significant influence between rewards on employee performance with a calculated t value of 7.556 which is greater than the t table of 1.974. There is a partially positive and significant influence between motivation on employee performance with a calculated t value of 4.966 which is greater than the t table of 1.974. There is a positive and partially significant influence between work discipline on employee performance with a calculated t value of 10.004 which is greater than the t table of 1.974. Simultaneously, there is a positive influence between reward, motivation and work discipline on employee performance with an F-count of 1012.43 which is greater than the F-table of 2.34. The results of the research are recommendations for the management of the Hotel Indigo Bali Seminyak Beach to increase the provision of incentives to encourage work enthusiasm, provide opportunities for employees to interact with the social environment, increase employee work discipline by imitating the leadership in completing the tasks and work given and the hotel management provides feedback services to everyone who has carried out their duties and responsibilities.

Keywords: Reward, Motivation, Work Discipline, Employee Performance

ABSTRAK

Usaha meningkatkan kinerja karyawan di Hotel Indigo Bali Seminyak Beach adalah dengan memperhatikan faktor-faktor yang dapat mempengaruhi kinerja karyawan seperti reward, motivasi, dan disiplin kerja. Penelitian ini bertujuan untuk mengetahui apakah ada pengaruh positif signifikan secara simultan antara reward, motivasi, dan disiplin kerja terhadap kinerja karyawan di Hotel Indigo Bali Seminyak Beach. Populasi dalam penelitian ini adalah karyawan di Hotel Indigo Bali Seminyak Beach. Jumlah sampel dalam penelitian ini adalah 170 orang. Analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, korelasi parsial, korelasi berganda, regresi linier berganda, koefisien determinasi, T test dan F test. Dari hasil analisis yang sudah dilakukan, dapat dikatakan bahwa ada pengaruh positif dan signifikan secara parsial antara reward terhadap kinerja karyawan dengan nilai t hitung 7,556 lebih besar dari t tabel 1,974. Ada pengaruh positif dan signifikan secara parsial antara motivasi terhadap kinerja karyawan dengan nilai t hitung 4,966 lebih besar dari t tabel 1,974. Ada pengaruh positif dan signifikan secara parsial antara disiplin kerja terhadap kinerja karyawan dengan nilai t hitung 10,004 lebih besar dari t tabel 1,974. Secara simultan, terdapat pengaruh positif antara reward, motivasi, dan disiplin kerja terhadap kinerja karyawan dengan F-hitung 1012,43 lebih besar dari F-tabel 2,34. Hasil penelitian menjadi rekomendasi bagi pihak manajemen Hotel Indigo Bali Seminyak Beach meningkatkan pemberian insentif untuk mendorong semangat kerja, memberikan kesempatan bagi karyawan untuk berinteraksi dengan lingkungan sosial, meningkatkan kedisiplinan kerja karyawan dengan meneladani pimpinan dalam menyelesaikan tugas dan pekerjaan yang diberikan dan pihak manajemen hotel memberikan balas jasa kepada setiap orang yang sudah melaksanakan tugas dan tanggung jawabnya.

Kata kunci: Reward, Motivasi, Disiplin Kerja, Kinerja Karyawan