ABSTRACT

This study aims to determine the effect of work discipline, motivation, and self-efficacy on the performance of intern employees at Pandawa All Suite Hotel. This study uses quantitative and qualitative data, as well as primary and secondary data sources. The sampling used is a saturated sample, with a total sample of 31 people. Data collection using a questionnaire. We analyze the data using SPSS 26.00 for Windows, which includes descriptive analysis, validity and reliability tests, classical assumption tests, partial correlation analysis, multiple correlation analysis, multiple linear regression, determination analysis, T-test analysis, and F-test analysis. Hypothesis testing is carried out at the 5% level. The results indicated that work discipline (X_1) had a positive and significant effect on the performance of internship employees, with a positive b_1X_1 regression coefficient of 0.094 and a t-test of 2.087. Partially, motivation (X_2) has a positive and significant impact on the performance of intern employees, as evidenced by a positive regression coefficient (b_2X_2) of 0.191 and a t-test of 2.412. Partially, self-efficacy (X_3) has a positive and significant effect on intern employees' performance, with a regression coefficient b_3X_3 of 0.104 and t-test = 2.053. Simultaneously, work discipline (X_1), motivation (X_2), and self-efficacy (X_3) have a positive and significant effect on intern employee performance (Y) at Pandawa All Suite Hotel. This is proven using multiple regression analysis: $Y = 13.113 + 0.094X_1 + 0.191X_2 + 0.104X_3$. Furthermore, the F test (F - test = 3.423) confirms that the F count exceeds the F table value of 2.95, indicating that Ho is rejected and Ha is accepted. Furthermore, the influence of work discipline (X_1), motivation (X_2), and self-efficacy (X_3) style contributes 70.5% to the performance of intern employees (Y) at Pandawa All Suite Hotel, according to multiple determination analysis.

Keywords : Work Discipline, Motivation, Self-Efficacy, Intern Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, motivasi, dan *self-efficacy* terhadap kinerja karyawan magang di Pandawa All Suite Hotel. Penelitian ini menggunakan data kuantitatif dan kualitatifdengan sumber data yaitu data primer dan data sekunder. Pengambilan sampel yang digunakan adalah sampel jenuh, dengan jumlah sampel 31 orang. Pengumpulan data menggunakan kuesioner. Analisis data menggunakan SPSS 26.00 for Windows dengan Analisis Deskriptif, Uji Validitas dan Uji Reliabilitas, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Regresi Linier Berganda, Analisis Determinasi, Analisis Uji T-test, dan Analisis Uji F-test. Uji Hipotesis dilakukan pada taraf 5%. Hasil penelitian menunjukkan secaraparsial Disiplin Kerja (X1) memberikan pengaruh positif dan signifikan terhadap kinerja karyawan magang dengan koefisien regresi b1X1 yang bernilai positif sebesar 0,094, dengan t — test = 2,087. Secara parsial Motivasi (X2) memberikan pengaruh positif dan signifikan terhadap kinerja karyawan magang dengan koefisien regresi b2X2 yang bernilai positif sebesar, 0,191 dengan t — test = 2,412. Secara parsial *Self-Efficacy* (X3) berpengaruh positif dan signifikan terhadap kinerja karyawan magang dengan koefisien regresi b3X3 sebesar 0,104 dan t — test = 2,053. Secara simultan Disiplin Kerja (X1), Motivasi (X2), dan *Self-Efficacy* (X3) berpengaruh positif dan signifikan terhadap Kinerja Karyawan Magang (Y) di Pandawa All Suite Hotel. Hal ini dibuktikan melalui analisis regresi berganda Y = (13,113 + 0,094X1 + 0,191X2 + 0,104X3. Selain itu, dipertegas dengan uji F (F — test = 3,423), F hitung lebih besar dibandingkan dengan F tabel = 2,95, yang berarti Ho ditolak dan Ha diterima. Selain itu melalui analisis determinasi berganda, pengaruh gaya Disiplin Kerja (X1), Motivasi (X2), dan *Self-Efficacy* (X3) memberikan kontribusi 70,5% terhadap Kinerja Karyawan Magang (Y) di Pandawa All Suite Hotel.

Kata Kunci : Disiplin Kerja, Motivasi, Self-Efficacy, Kinerja Karyawan Magang