

ABSTRACT

This study aims to examine the influence of communication, work discipline, and work supervision, both partially and simultaneously, on employee performance. This research was conducted at Grand Kuta Hotel & Residence with the population consisting of all employees of Grand Kuta Hotel & Residence and a sample of 45 respondents. The data analysis techniques used include validity tests, reliability tests, classical assumption tests, partial correlation analyses, multiple correlation analyses, multiple linear regression analyses, determination analyses, t tests, and F tests. According to the research results, communication (X1) has a partially positive and significant effect on employee performance, with a regression coefficient of 0.286, a t-value of 2.160, and a significance level of 0.037 ($p < 0.05$). Work discipline (X2) partially has a positive and significant effect on employee performance, with a regression coefficient of 0.368, a t-value of 4.054, and a significance level of 0.000 ($p < 0.05$). Partially, work supervision (X3) has a positive and significant effect on employee performance, with a regression coefficient of 0.121, a t-value of 2.331, and a significance level of 0.025 ($p < 0.05$). Simultaneously, communication (X1), work discipline (X2), and work supervision (X3) have a significant effect on employee performance, with an F-value of 32.936 $>$ F-table of 2.83 and a significance level of 0.000 ($p < 0.05$).

Keywords : Communication, Work Discipline, Work Supervision, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh komunikasi, disiplin kerja, dan pengawasan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Grand Kuta Hotel & Residence dengan populasi menggunakan seluruh karyawan Grand Kuta Hotel & Residence dan sampel sebanyak 45 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Analisis Regresi Linier Berganda, Analisis Determinasi, Uji t dan Uji F. Dari hasil penelitian dapat dilihat bahwa secara parsial komunikasi (X1) berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai koefisien regresi sebesar 0,286, nilai $t_{hitung} = 2,160$ dan signifikannya sebesar 0,037 ($p < 0,05$). Secara parsial disiplin kerja (X2) berpengaruh positif signifikan terhadap kinerja karyawan, dengan nilai koefisien regresi sebesar 0,368, nilai $t_{hitung} = 4,054$ dan signifikannya sebesar 0,000 ($p < 0,05$). Secara parsial pengawasan kerja (X3) berpengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai koefisien regresi sebesar 0,121, nilai $t_{hitung} = 2,331$ dan signifikannya sebesar 0,025 ($p < 0,05$) dan secara simultan komunikasi (X1), disiplin kerja (X2) dan pengawasan kerja (X3) berpengaruh signifikan terhadap kinerja karyawan, dengan $F_{hitung} = 32,936 > F_{tabel} = 2,83$, dan tingkat signifikannya sebesar 0,000 ($p < 0,05$).

Kata Kunci : Komunikasi, Disiplin Kerja, Pengawasan Kerja, Kinerja Karyawan