

ABSTRACT

This study aims to determine the influence of work discipline, communication, work motivation, and work environment on employee performance, both partially and simultaneously. This research was conducted at Theanna Eco Villa and Spa, with a population consisting of all employees and a sample of 49 respondents. Data analysis techniques using validity tests, reliability tests, classical assumption tests, partial and multiple correlation analysis, multiple linear regression analysis, determination analysis, t-tests, and f-tests. From the research results, it was found that work discipline (X1) has a positive and significant effect on employee performance, with a regression coefficient of 0.281 and a t-test value of 2.357. Communication (X2) also has a positive and significant effect on employee performance, with a regression coefficient of 0.227 and a t-test value of 2.104. Work motivation (X3) positively and significantly affects employee performance, with a regression coefficient of 0.347 and a t-test value of 3.103. Finally, the work environment (X4) has a positive and significant effect on employee performance, with a regression coefficient of 0.164 and a t-test value of 2.147. Simultaneously, work discipline, communication, work motivation, and work environment have a positive and significant impact on employee performance at Theanna Eco Villa and Spa. This is evidenced by the calculated F value of 27.941, which is greater than the table F value of 2.58. The regression equation is $Y = 0.245 + 0.281X1 + 0.227X2 + 0.347X3 + 0.164X4$, with a significance level of 0.000. The results of the coefficient of determination test indicate that work discipline, communication, work motivation, and work environment simultaneously contribute 69.2% to employee performance at Theanna Eco Villa and Spa.

Keywords: Work Discipline, Communication, Work Motivation, Work Environment, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, komunikasi, motivasi kerja dan lingkungan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Theanna Eco Villa and Spa dengan populasi menggunakan seluruh karyawan dan sampel sebanyak 49 responden. Teknik analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis korelasi parsial dan berganda, analisis regresi linier berganda, analisis determinasi, uji t dan uji f. Dari hasil penelitian secara parsial bahwa disiplin kerja (X1) berpengaruh positif dan signifikan terhadap kinerja karyawan, koefisien regresi sebesar 0,281 dan uji t = 2,357. Secara parsial komunikasi (X2) berpengaruh positif signifikan terhadap kinerja karyawan, koefisien regresi sebesar 0,227 dan uji t = 2,104. Secara parsial motivasi kerja (X3) berpengaruh positif dan signifikan terhadap kinerja karyawan, koefisien regresi sebesar 0,347 dan uji t = 3,103. Secara parsial lingkungan kerja (X4) berpengaruh positif dan signifikan terhadap kinerja karyawan, koefisien regresi sebesar 0,164 dan uji t = 2,147. Secara simultan disiplin kerja, komunikasi, motivasi kerja dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan di Theanna Eco Villa and Spa. Dibuktikan dengan $f_{hitung} = 27,941$ lebih besar dibandingkan dengan $f_{tabel} = 2,58$, persamaan regresi yaitu $Y = 0,245 + 0,281X_1 + 0,227X_2 + 0,347X_3 + 0,164X_4$ dan signifikannya sebesar 0,000. Hasil uji koefisien determinasi menunjukkan bahwa disiplin kerja, komunikasi, motivasi kerja dan lingkungan kerja secara simultan memberikan kontribusi sebesar 69,2% terhadap kinerja karyawan di Theanna Eco Villa and Spa.

Kata Kunci: Disiplin Kerja, Komunikasi, Motivasi Kerja, Lingkungan Kerja, Kinerja Karyawan