

ABSTRACT

This study aims to analyze the effect of intellectual ability, knowledge management, and work discipline on employee performance at The Trans Resort Bali. The sample in this study consisted of 59 respondents with quantitative method data analysis techniques, including validity tests, reliability tests, classical assumption tests, correlation tests, multiple linear regression tests, determination coefficient tests, and hypothesis testing through the SPSS 26.0 program. The results showed that: (1). Intellectual ability (X1) has a positive and significant effect on employee performance (Y), with a regression value of 0.209X1, a t-count value of 3.838, and a sig. value of 0.001. (2). Knowledge management (X2) has a positive and significant effect on employee performance (Y), with a regression value of 0.241X2, a t-count value of 2.610, and a significant value of 0.004. (3). Work discipline (X3) has a positive and significant effect on employee performance (Y), with a regression value of 0.252X3, a t-count value of 4.481, and a significant value of 0.001.(4). It is possible for intellectual ability (X1), knowledge management (X2), and work discipline (X3) to all have a positive and significant effect on employee performance (Y). The multiple linear regression results show that $Y = 2.403 + 0.209X1 + 0.241X2 + 0.252X3$ and the F-count test shows that this effect is significant at the 0.001 level. According to the coefficient of determination analysis, intellectual ability, knowledge management, and work discipline contribute 69.5% to employee performance (Y).

Keywords: Employee Performance, Intellectual Ability, Knowledge Management, Work Discipline.

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kemampuan intelektual, *knowledge management*, dan disiplin kerja terhadap kinerja karyawan di The Trans Resort Bali. Sampel dalam penelitian ini terdiri dari 59 responden, dengan teknik analisis data metode kuantitatif, termasuk uji validitas, uji reliabilitas, uji asumsi klasik, uji korelasi, uji regresi linear berganda, uji koefisien determinasi, dan uji hipotesis melalui program SPSS 26.0. Hasil penelitian menunjukkan bahwa : (1). Kemampuan intelektual (X_1) berpengaruh positif dan signifikan terhadap kinerja karyawan (Y), dengan nilai regresi $0,209X_1$ dan nilai t-hitung 3,838, serta nilai sig. 0,001. (2). *Knowledge management* (X_2) berpengaruh positif dan signifikan terhadap kinerja karyawan (Y), dengan nilai regresi $0,241X_2$ dan nilai t-hitung 2,610, serta nilai sig. 0,004. (3). Disiplin kerja (X_3) berpengaruh positif dan signifikan terhadap kinerja karyawan (Y), dengan nilai regresi $0,252X_3$ dan nilai t-hitung 4,481, serta nilai sig. 0,001. (4). Secara simultan kemampuan intelektual (X_1), *knowledge management* (X_2), dan disiplin kerja (X_3) berpengaruh positif dan signifikan terhadap kinerja karyawan (Y), dengan hasil regresi linear berganda $Y = 2,403 + 0,209X_1 + 0,241X_2 + 0,252X_3$ dan uji F-hitung 45,113, serta nilai sig. 0,001. Melalui analisis koefisien determinasi kemampuan intelektual, *knowledge management*, dan disiplin kerja memberikan kontribusi 69,5% terhadap kinerja karyawan (Y).

Kata Kunci : Kinerja Karyawan, Kemampuan Intelektual, *Knowledge Management*, Disiplin Kerja.