

ABSTRACT

This research aims to determine the influence of motivation, work environment and work experience partially and simultaneously on employee performance. This research was conducted at the Double – Six Luxury Hotel Seminyak. The population used Double – Six Luxury Hotel Seminyak employees and a sample of 76 respondents. Data analysis techniques use Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Coefficient of Determination Test, F Test and t Test. From the research results it can be seen that motivation has a positive and significant effect on employee performance, where the regression coefficient value is 0,623, the t value = 3,687 and the significance is 0.000, the work environment has a significant positive effect on employee performance, where the regression coefficient value is 0,435, the value obtained tcount = 2,778 and the significance is 0,007, work experience has a positive and significant effect on employee performance, where the regression coefficient value is 0,864, tcount = 2,993 and the significance is 0,004 and simultaneously motivation, work environment and work experience have a significant effect on employee performance, where the obtained value of $f = 44,214$, the regression equation is $Y = 2,353 + 0,623X_1 + 0,435X_2 + 0,864X_3$ with a significance level of 0.000. The results of the coefficient of determination test show that motivation, work environment and work experience simultaneously contribute 63,4% to the ups and downs of employee performance. Suggestions that can be given by researchers are that Double - Six Luxury Hotel Seminyak is expected to always carry out evaluations and supervision when employees complete work, provide opportunities for promotions to employees who excel, always replace lamps that are not able to illuminate the room properly and increase employee mastery of their work., by providing training.

Keywords: motivation, work environment, work experience, performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, lingkungan kerja dan pengalaman kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Double – Six Luxury Hotel Seminyak. Populasi menggunakan karyawan Double – Six Luxury Hotel Seminyak dan sampel sebanyak 76 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana diperoleh nilai koefisien regresi sebesar 0,623, nilai $t_{hitung} = 3,687$ dan signifikannya sebesar 0,000, lingkungan kerja berpengaruh positif signifikan terhadap kinerja karyawan, dimana diperoleh nilai koefisien regresi sebesar 0,435, nilai $t_{hitung} = 2,778$ dan signifikannya sebesar 0,007, pengalaman kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana diperoleh nilai koefisien regresi sebesar 0,864, nilai $t_{hitung} = 2,993$ dan signifikannya sebesar 0,004 dan secara simultan motivasi, lingkungan kerja dan pengalaman kerja berpengaruh signifikan terhadap kinerja karyawan, dimana diperoleh nilai $f_{hitung} = 44,214$, persamaan regresi yaitu $Y = 2,353 + 0,623X_1 + 0,435X_2 + 0,864X_3$ dengan tingkat signifikannya sebesar 0,000. Hasil uji koefisien determinasi menunjukkan bahwa motivasi, lingkungan kerja dan pengalaman kerja secara simultan memberikan kontribusi sebesar 63,4% terhadap naik turunnya kinerja karyawan. Saran yang dapat diberikan peneliti adalah Double – Six Luxury Hotel Seminyak diharapkan selalu melakukan evaluasi serta pengawasan pada saat karyawan menyelesaikan pekerjaan, memberikan kesempatan untuk promosi jabatan kepada karyawan yang berprestasi, selalu mengganti lampu yang tidak mampu menerangi ruangan dengan baik dan meningkatkan penguasaan karyawan terhadap pekerjaan, dengan memberikan pelatihan.

Kata Kunci: motivasi, lingkungan kerja, pengalaman kerja, kinerja