

ABSTRACT

This study aims to determine the effect of compensation, motivation, and non-physical work environment partially and simultaneously on employee performance. This research was conducted at the Grand Kuta Hotel & Residence. The study included employees of Grand Kuta Hotel & Residence as the population, and a sample of 45 respondents was also included. The study employed various data analysis techniques such as validity tests, reliability tests, classical assumption tests, multiple linear regression tests, partial correlation tests, multiple correlation tests, determination coefficient tests, t tests, and F tests. From the results of the study, it can be seen that compensation has a positive and significant effect on employee performance, motivation has a significant positive effect on employee performance, the non-physical work environment has a positive and significant effect on employee performance, and simultaneously, compensation, motivation, and the non-physical work environment have a significant effect on employee performance. Researchers suggest that Grand Kuta Hotel & Residence should always supervise employees at work, increase the amount of incentives given to employees, always praise employees who have completed work well, and provide work that aligns with employee abilities.

Keywords: Compensation, Motivation, Non Physical Work Environment, EmployeePerformance.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, motivasi dan lingkungan kerja non fisik secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Grand Kuta Hotel & Residence. Populasi menggunakan karyawan Grand Kuta Hotel & Residence dan sampel sebanyak 45 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 t. dan Uji F. Dari hasil penelitian dapat dilihat bahwa kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi berpengaruh positif signifikan terhadap kinerja karyawan, lingkungan kerja non fisik berpengaruh positif dan signifikan terhadap kinerja karyawan dan secara simultan kompensasi, motivasi dan lingkungan kerja non fisik berpengaruh signifikan terhadap kinerja karyawan. Saran yang dapat diberikan peneliti adalah Grand Kuta Hotel & Residence diharapkan selalu mengawasi karyawan dalam bekerja, meningkatkan jumlah insentif yang diberikan kepada karyawan, selalu memberikan pujian kepada karyawan yang mampu menyelesaikan pekerjaan dengan baik dan memberikan pekerjaan sesuai dengan kemampuan karyawan.

Kata Kunci: Kompensasi, Motivasi, Lingkungan Kerja Non Fisik, Kinerja Karyawan.