

ABSTRACT

In an effort to improve employee performance, *Double Six Luxury* Hotel Seminyak-Kuta Bali recognizes the importance of factors that can influence employee performance, such as the work environment, work discipline, and work motivation. This study aims to determine whether there is a positive and significant impact of the work environment, work discipline, and work motivation on employee performance at *Double Six Luxury* Hotel Seminyak-Kuta Bali. The population in this study consists of employees at *Double Six Luxury* Hotel Seminyak-Kuta Bali. The sample size in this study is 83 individuals. Data analysis was conducted using SPSS 22.0, including validity tests, reliability tests, classical assumption tests, partial correlation analysis, multiple correlation analysis, multiple linear regression, coefficient of determination, t-tests, and F-tests. Based on the analysis conducted, it can be concluded that: There is a positive and significant influence of the Work Environment on employee performance at *Double Six Luxury* Hotel Seminyak-Kuta Bali, with a t-value of $2.70 > t\text{-table } 1.99$. There is a positive and significant influence of Work Discipline on employee performance at *Double Six Luxury* Hotel Seminyak-Kuta Bali, with a t-value of $3.55 > t\text{-table } 1.99$. There is a positive and significant influence of Work Motivation on employee performance at *Double Six Luxury* Hotel Seminyak-Kuta Bali, with a t-value of $7.35 > t\text{-table } 1.99$. There is a positive and significant influence of the Work Environment, Work Discipline, and Work Motivation variables simultaneously on employee performance at *Double Six Luxury* Hotel Seminyak-Kuta Bali, with an F-value of $65.148 > F\text{-table } 2.49$. Based on the findings of this study, it is recommended that the management of *Double Six Luxury* Hotel Seminyak-Kuta Bali continue to improve the work environment, enhance work discipline, and provide higher motivation to employees in order to further increase their performance and contribute more significantly to the success of the hotel's operations.

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

ABSTRAK

Dalam upaya untuk meningkatkan kinerja karyawan, *Double Six Luxury* Hotel Seminyak-Kuta Bali memandang penting faktor-faktor yang dapat mempengaruhi kinerja karyawan, seperti lingkungan kerja, disiplin kerja, dan motivasi kerja. Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh positif dan signifikan antara lingkungan kerja, disiplin kerja, dan motivasi kerja terhadap kinerja karyawan pada *Double Six Luxury* Hotel Seminyak-Kuta Bali. Populasi dalam penelitian ini adalah karyawan pada *Double Six Luxury* Hotel Seminyak-Kuta Bali. Jumlah sampel dalam penelitian ini adalah sebanyak 83 orang. Analisis data menggunakan SPSS 22.0. Data yang diperoleh uji validitas, uji reliabilitas, uji asumsi klasik, analisis korelasi parsial, korelasi berganda, regresi linier berganda, koefisien determinasi, uji t, dan uji F. Berdasarkan analisis yang dilakukan, maka dapat dikatakan bahwa adanya pengaruh positif serta signifikan antara Lingkungan Kerja terhadap kinerja karyawan pada Hotel *Double Six Luxury* Seminyak–Kuta Bali dengan $t_{hitung} 2,70 > t_{table} 1,99$. Ada pengaruh signifikan dan positif antara Disiplin Kerja kepada kinerja karyawan di Hotel *Double Six Luxury* Seminyak–Kuta Bali dengan $t_{hitung} 3,55 > t_{table} 1,99$. Ada pengaruh signifikan dan positif antara Motivasi Kerja kepada kinerja karyawan di Hotel *Double Six Luxury* Seminyak–Kuta Bali dengan $t_{hitung} 7,35 > t_{table} 1,99$. Terdapat pengaruh signifikan dan positif antara variabel Lingkungan Kerja, Disiplin Kerja, dan Motivasi Kerja secara simultan terhadap kinerja karyawan di Hotel *Double Six Luxury* Seminyak–Kuta Bali dengan $F_{hitung} 65,148 > F_{tabel} 2,49$. Dari hasil penelitian, dapat disarankan bagi manajemen Hotel *Double Six Luxury* Seminyak–Kuta Bali untuk terus memperbaiki lingkungan kerja, meningkatkan disiplin kerja, dan memberikan motivasi yang lebih tinggi kepada karyawan agar kinerja mereka semakin meningkat dan dapat memberikan kontribusi yang lebih besar bagi keberhasilan operasional hotel.

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