

ABSTRACT

This research aims to examine and analyze the influence of Competence, Job Satisfaction, and Work Environment on the Performance of Housekeeping Employees at COMO Uma Canggu Hotel, both partially and simultaneously. A saturated sampling method was employed, involving a total of 72 respondents. Data were collected using a Likert-scale questionnaire and analyzed through multiple linear regression. Hypotheses were tested using the t-test (partial) and F-test (simultaneous) at a 5% significance level. The t-test results indicated that competence (X_1) has a positive and significant effect on employee performance, with a t-value of 2,607 and a significance level of 0,011. Job satisfaction (X_2) also has a positive and significant effect, with a t-value of 5,191 and significance level of 0,000. Similarly, the work environment (X_3) showed a positive and significant impact, with a t-value of 4,019 and a significance level of 0,000. The F-test results demonstrated that competence, job satisfaction, and work environment simultaneously have a significant influence on employee performance, with an F-value of 71,157 and a significance level of 0,000. The coefficient of determination (R^2) was 0,757, indicating that the three independent variables collectively explain 75,7% of the variability in employee performance.

Keywords: Competence, Job Satisfaction, Work Environment, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kompetensi, kepuasan kerja, dan lingkungan kerja terhadap kinerja karyawan Housekeeping COMO Uma Cangu Hotel, baik secara parsial maupun simultan. Penelitian ini menggunakan metode sensus jenuh dengan jumlah sampel sebanyak 72 responden. Pengumpulan data dilakukan melalui kuesioner skala Likert dan dianalisis menggunakan regresi linier berganda. Pengujian hipotesis dilakukan dengan uji t (parsial) dan uji F (simultan) pada tingkat signifikansi 5%. Hasil uji t menunjukkan bahwa kompetensi (X_1) berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t-hitung sebesar 2,607 dan signifikansi 0,011. Kepuasan kerja (X_2) juga berpengaruh positif dan signifikan dengan t-hitung 5,191 dan signifikansi 0,000, serta lingkungan kerja (X_3) berpengaruh positif dan signifikan dengan t-hitung 4,019 dan signifikansi 0,000. Hasil uji F menunjukkan bahwa kompetensi, kepuasan kerja, dan lingkungan kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan, dengan nilai F-hitung sebesar 71,157 dan signifikansi 0,000. Nilai koefisien determinasi (R^2) sebesar 0,757, yang berarti bahwa ketiga variabel independen menjelaskan 75,7% variabilitas kinerja karyawan.

Kata Kunci: Kompetensi, Kepuasan Kerja, Lingkungan Kerja dan Kinerja Karyawan