

ABSTRACT

This study aims to determine the effect of work discipline, work experience, and work environment on employee performance at Padma Resort Legian, Bali. The sample in this study consisted of 100 employees of Padma Resort Legian who were selected using purposive sampling. The methods used for analysis included checking the accuracy and consistency of the data, testing basic assumptions, and using various statistical techniques like correlation and regression analysis, as well as T-tests and F-tests. Based on the research results and data analysis, the three independent variables are work discipline, work experience, and work environment. It had a positive and significant effect on employee performance. This impact is demonstrated by work discipline with a calculated value of β_1 : 0.355, T-calculated: 3.425, T-table: 1.660, Sig: 0.001; work experience with β_1 : 0.353, T-calculated: 2.152, T-table: 1.660, Sig: 0.034; and work environment with β_1 : 0.332, T-calculated: 2.538, T-table: 1.660. The analysis shows that the F-calculated value is 38.959, the F-table value is 2.70, and the significance level is 0.000. Thus, work discipline, work experience, and work environment simultaneously contribute significantly to improving employee performance at Padma Resort Legian by 53.5%, while factors or variables outside the scope of this study explain 46.5%.

Keywords: Work discipline, work experience, work environment, and employee performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, pengalaman kerja, dan lingkungan kerja terhadap kinerja karyawan pada Padma Resort Legian, Bali. Sampel dalam penelitian ini adalah 100 karyawan Padma Resort Legian yang dipilih secara purposive sampling. Metode analisis yang digunakan yaitu Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik, Analisis Infrensial, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Analisis Determinasi, Analisis Regresi Linier Berganda Uji T-Test dan F-Test, Berdasarkan hasil penelitian dan analisis data, ketiga variabel independen yaitu disiplin kerja, pengalaman kerja, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Hal ini ditunjukkan Disiplin kerja dengan nilai hitung β_1 : 0,355, T-hitung: 3,425, T-tabel: 1,660, Sig: 0,001, Pengalaman kerja β_1 : 0,353, T-hitung: 2,152, T-tabel: 1,660, sig: 0,034 dan lingkungan kerja β_1 : 0,332, T-hitung: 2,538, T-tabel: 1,660. Dengan Nilai $f_{hitung} = 38,959$, $F_{tabel} = 2,70$ dan signifikansi = 0,000 Dengan demikian, disiplin kerja, pengalaman kerja, dan lingkungan kerja secara simultan berkontribusi signifikan dalam meningkatkan kinerja karyawan di Padma Resort Legian sebesar 53,5%, sementara itu 46,5% di jelaskan oleh faktor – faktor atau variable di luar ruang lingkup penelitian ini.

Kata Kunci: Disiplin kerja, Pengalaman kerja, lingkungan kerja, dan kinerja karyawan