

ABSTRACT

This study aims to determine the partial and simultaneous effects of the work environment, motivation, and work discipline on employee performance. The research was conducted at The One Legian Hotel. The population consists of employees of The One Legian Hotel, with a sample of 53 respondents. The data analysis techniques used include 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. The results of the study show that the work environment has a positive and significant effect on employee performance, motivation has a positive and significant effect on employee performance, work discipline has a positive and significant effect on employee performance, and simultaneously, the work environment, motivation, and work discipline have a significant effect on employee performance. The recommendation provided by the researcher is that The One Legian Hotel is expected to enhance employees' ability to achieve the predetermined quantity of work through regular training, providing working hours in accordance with established regulations, and reward employees by offering incentives or rewards to those who meet targets. Furthermore, the hotel should enforce rules more firmly by issuing warning letters or applying sanctions in accordance with applicable regulations as soon as violations occur.

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

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, motivasi dan disiplin kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di The One Legian Hotel. Populasi karyawan The One Legian Hotel dan sampel sebanyak 53 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reliabilitas, 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 lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi berpengaruh positif signifikan terhadap kinerja karyawan, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan secara simultan lingkungan kerja, motivasi dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan. Saran yang dapat diberikan peneliti adalah The One Legian Hotel diharapkan meningkatkan kemampuan karyawan dalam mencapai kuantitas kerja yang telah ditetapkan, melalui pemberian pelatihan secara berkala, memberikan waktu kerja sesuai aturan yang telah ditetapkan. memberikan pengakuan kepada karyawan, dapat dilakukan dengan memberikan insentif atau reward kepada karyawan yang mampu mencapai target dan bersikap lebih tegas dalam menerapkan aturan, dengan memberikan surat peringatan atau sanksi sesuai aturan yang berlaku dengan waktu sesegera mungkin ketika karyawan melanggar peraturan yang berlaku.

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