

ABSTRACT

This study aims to analyze the effects of training, soft skill development, and motivation on employee performance at Padma Resort Legian. The research employed a quantitative survey method involving 76 permanent employees, selected using proportionate stratified random sampling based on Slovin's formula. Data were collected through Likert-scale questionnaires and analyzed using validity and reliability tests, classical assumption testing, partial and multiple correlations, multiple linear regression, coefficient of determination, as well as t and F tests at a 5% significance level. The results indicate that training (X1) exerts a positive and significant effect on employee performance (regression coefficient = 0.784; t-value = 6.540; significance = 0.000). Soft skill development (X2) also shows a significant influence (regression coefficient = 0.310; t-value = 2.486; significance = 0.015), as does motivation (X3) (regression coefficient = 0.222; t-value = 2.957; significance = 0.004). Simultaneously, these three variables significantly and positively affect employee performance (F-value = 59.698; significance = 0.000), contributing jointly by 70.1% ($R^2 = 0.701$). In conclusion, training, soft skill development, and motivation each have a significant impact in enhancing employee performance. It is recommended that management continuously improve these three aspects to support optimal performance at Padma Resort Legian.

Keywords: Training, Soft skill development, Motivation, Employee performance, Multiple linear regression

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan, pengembangan soft skill, dan motivasi terhadap kinerja karyawan di Padma Resort Legian. Metode penelitian yang digunakan adalah survei kuantitatif kepada 76 karyawan tetap yang dipilih melalui teknik proportionate stratified random sampling berdasarkan perhitungan rumus Slovin. Data dikumpulkan menggunakan kuesioner berskala Likert dan dianalisis melalui uji validitas, reliabilitas, uji asumsi klasik, korelasi parsial dan berganda, regresi linier berganda, koefisien determinasi, serta uji t dan F pada taraf signifikansi 5%. Hasil penelitian menunjukkan bahwa pelatihan (X1) berpengaruh positif dan signifikan terhadap kinerja karyawan (koefisien regresi 0,784; t-hitung 6,540; signifikansi 0,000). Pengembangan soft skill (X2) juga berpengaruh signifikan (koefisien regresi 0,310; t-hitung 2,486; signifikansi 0,015), begitu pula motivasi (X3) (koefisien regresi 0,222; t-hitung 2,957; signifikansi 0,004). Secara simultan, ketiga variabel memberikan pengaruh positif dan signifikan (F-hitung 59,698; signifikansi 0,000) dengan kontribusi bersama sebesar 70,1% ($R^2 = 0,701$) terhadap kinerja karyawan. Kesimpulannya, pelatihan, pengembangan soft skill, dan motivasi secara signifikan meningkatkan kinerja karyawan. Disarankan agar manajemen terus mengembangkan ketiga aspek tersebut untuk mendukung kinerja optimal di Padma Resort Legian.

Kata kunci: Pelatihan, Pengembangan soft skill. Motivasi, Kinerja karyawan, Regresi linier berganda