

ABSTRACT

This study aims to analyze the effect of job training, employee competence, and work motivation on employee performance at Amo SPA Canggu Bali. This study applies the purposive sampling technique with the Slovin formula calculation, and the number of samples taken is 123 respondents. The data analysis methods applied included validity testing, reliability testing, classical assumption testing, partial correlation analysis, multiple correlation analysis, multiple linear regression analysis, coefficient of determination, t-test, and F-test. The results of the study indicate that 1) job training has a positive and significant effect on employee performance with a regression coefficient of 0.447, a t-calculated of 4.035 > t-table of 1.980, and a significance of 0.000. 2) Employee competence has a positive and significant effect on employee performance with a regression coefficient of 0.395; t-calculated 2.585 > t-table 1.980, and significance 0.011. 3) Work motivation has a positive and significant effect on employee performance with a regression coefficient of 0.278, a calculated t-value of 3.211 > table t-value of 1.980, and a significance of 0.002; 4) Simultaneously, job training, employee competence, and work motivation significantly influence employee performance with a calculated F-value of 36.890 > table F-value of 2.681 and a significance of 0.000. The regression equation obtained is $Y = -3.824 + 0.447X_1 + 0.395X_2 + 0.278X_3$. The coefficient of determination (R^2) value of 0.482 indicates that the independent variables contribute 48.2% to employee performance.

Keywords: Job Training, Employee Competence, Work Motivation, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan kerja, kompetensi karyawan, dan motivasi kerja terhadap kinerja karyawan di Amo SPA Cangu Bali. Penelitian ini menggunakan teknik purposive sampling dengan perhitungan rumus Slovin, dan jumlah sampel yang diambil sebanyak 123 responden. Metode analisis data yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, analisis korelasi parsial, analisis korelasi berganda, analisis regresi linear berganda, koefisien determinasi, uji t-test, dan uji F-test. Adapun hasil penelitian menunjukkan bahwa: 1) pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai koefisien regresi sebesar 0,447; t-hitung 4,035 > t-tabel 1,980, dan signifikansi 0,000. 2) kompetensi karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai koefisien regresi sebesar 0,395; t-hitung 2,585 > t-tabel 1,980, dan signifikansi 0,011. 3) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai koefisien regresi sebesar 0,278; t-hitung 3,211 > t-tabel 1,980, dan signifikansi 0,002; 4) secara simultan, pelatihan kerja, kompetensi karyawan, dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan dengan nilai F-hitung sebesar 36,890 > F-tabel 2,681 dan signifikansi 0,000. Persamaan regresi yang diperoleh adalah $Y = -3,824 + 0,447X_1 + 0,395X_2 + 0,278X_3$. Nilai koefisien determinasi (R^2) sebesar 0,482 menunjukkan bahwa variabel independen memberikan kontribusi sebesar 48,2% terhadap kinerja karyawan.

Kata Kunci: Pelatihan Kerja, Kompetensi Karyawan, Motivasi Kerja, Kinerja Karyawan.