

ABSTRACT

This study aims to analyze the partial and simultaneous effects of leadership, communication, and work discipline on employee performance. This study was conducted at Suriwathi Hotel Legian. The population consisted of Suriwathi Hotel Legian employees, and the sample consisted of 62 respondents. The data analysis techniques applied were validity testing, reliability testing, classical assumption testing, multiple linear regression analysis, partial correlation analysis, multiple correlation analysis, coefficient of determination testing, F testing, and t testing. The results of the study indicate that (1) leadership has a positive and significant effect on employee performance because the calculated t_{value} is 3.012 (t_{table} 1.671) and the sig value is 0.004 (< 0.05). (2) Communication has a positive and significant effect on employee performance because the calculated t-value is 2.623 (t_{table} 1.671), and the sig value is 0.011 (< 0.05). (3) Work discipline has a positive and significant effect on employee performance because the calculated t_{value} is 6.171 (t_{table} 1.671) and the sig value is 0.000 (< 0.05). (4) Simultaneously, leadership, communication, and work discipline have a significant effect on employee performance, with a calculated F value of 103.354 (F_{table} 2.76) and a significance level of 0.000 (< 0.05). The researcher's recommendation is that Suriwathi Hotel Legian should change poor habits, be more prudent, improve attendance, and enhance work quality.

Keywords: *Leadership, Communication, Work Discipline, Employee Performance*

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan, komunikasi dan disiplin kerja secara parsial dan simultan terhadap Kinerja karyawan. Penelitian ini dilakukan di Suriwathi Hotel Legian. Populasi menggunakan karyawan Suriwathi Hotel Legian dan sampel sebanyak 62 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, 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 menunjukkan bahwa : (1) kepemimpinan berpengaruh positif dan signifikan terhadap kinerja karyawan karena nilai t_{hitung} didapat sebesar 3,012. (t_{tabel} 1,671), dan nilai sig sebesar 0,004 ($< 0,05$). (2) komunikasi berpengaruh positif signifikan terhadap kinerja karyawan karena nilai t_{hitung} didapat sebesar 2,623, (t_{tabel} 1,671), dan nilai sig sebesar 0,011 ($< 0,05$). (3) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan karena nilai t_{hitung} didapat sebesar 6,171, (t_{tabel} 1,671), dan nilai sig sebesar 0,000 ($< 0,05$). (4) secara simultan kepemimpinan, komunikasi dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan nilai F_{hitung} didapat sebesar 103,354, (F_{tabel} 2,76), dan nilai sig sebesar 0,000 ($< 0,05$)... Dan saran yang dapat diberikan peneliti yaitu Suriwathi Hotel Legian diharapkan dapat merubah kebiasaan yang buruk, dapat lebih bijaksana, meningkatkan kehadiran dan meningkatkan kualitas kerja.

Kata Kunci: *Kepemimpinan, Komunikasi, Disiplin kerja, Kinerja karyawan*