

ABSTRACT

This study aims to determine the effect of job training, work environment and job satisfaction partially and simultaneously on employee performance. This study was conducted at Hotel Como Uma Canggu. The population used employees of Hotel Como Uma Canggu and a sample of 100 respondents. Data analysis techniques used Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Determination Coefficient Test, F Test and t Test. From the results of the study it can be seen that job training has a positive and significant effect on employee performance, the work environment has a significant positive effect on employee performance, job satisfaction has a positive and significant effect on employee performance and simultaneously job training, work environment and job satisfaction have a significant effect on employee performance. Suggestions that can be given by researchers are to always supervise employees when they are working on their assigned tasks, make efforts so that employees stay in the company for a long time, periodically hold events together between employees such as outings and joint prayers and periodically carry out training, in an effort to improve employee ability in completing work according to the amount that has been determined.

Keywords: Job Training, Work Environment, Job Satisfaction, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan kerja, lingkungan kerja dan kepuasan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Hotel Como Uma Cangu. Populasi menggunakan karyawan Hotel Como Uma Cangu dan sampel sebanyak 100 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 dilihat bahwa pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, lingkungan kerja berpengaruh positif signifikan terhadap kinerja karyawan, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan secara simultan pelatihan kerja, lingkungan kerja dan kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan. Saran yang dapat diberikan peneliti adalah selalu melakukan pengawasan pada saat karyawan mengerjakan tugas yang diberikan, melakukan upaya agar karyawan bertalenta lama dipertahankan, secara berkala melaksanakan acara kebersamaan antar karyawan seperti *outing* dan persembahyangan bersama dan secara berkala melaksanakan pelatihan, dalam upaya untuk meningkatkan kemampuan karyawan dalam menyelesaikan pekerjaan sesuai jumlah yang telah ditentukan.

Kata Kunci: Pelatihan Kerja, Lingkungan Kerja, Kepuasan Kerja, Kinerja Karyawan