

ABSTRACT

The Oberoi Beach Resort Bali is one of the companies engaged in the tourism sector, yet it faces performance-related issues triggered by inadequate work facilities, an uncomfortable work environment, and suboptimal job training. Based on this background, this study aims to determine the effect of work facilities, work environment, and job training on employee performance at The Oberoi Beach Resort Bali. This research uses quantitative data from both primary and secondary sources. A quantitative approach was applied with a census technique involving 95 respondents, and data collection was conducted using questionnaires. Data were analyzed using SPSS 21.00 for Windows through descriptive analysis, validity and reliability tests, classical assumption tests, multiple linear regression, t-test, and F-test. Descriptive results show that employee performance (Y) had an average score of 3.83, which falls into the good category. Work facilities (X1) scored an average of 4.16 (good), work environment (X2) scored 4.19 (good), and job training (X3) scored 4.31, categorized as very good. The analysis also involved validity and reliability tests, classical assumption tests, partial and multiple correlation analysis, multiple linear regression, determination analysis, t-test, and F-test, with hypothesis testing carried out at a 5% significance level. The results indicate that partially, work facilities (X1) had a positive and significant effect on employee performance with a regression coefficient b_1 (X1) of 0.355 and a t-test value of 4.707. The work environment (X2) also had a positive and significant effect with a regression coefficient b_2 (X2) of 0.328 and a t-test value of 4.377. Similarly, job training (X3) had a positive and significant effect with a regression coefficient b_3 (X3) of 0.282 and a t-test value of 3.868. Simultaneously, work facilities (X1), work environment (X2), and job training (X3) had a positive and significant effect on employee performance (Y) at The Oberoi Beach Resort Bali. This is supported by the multiple regression model: $Y = 2.730 + 0.355 (X1) + 0.328 (X2) + 0.282 (X3)$, and reinforced by the F-test result ($F = 105.621$) which is greater than the F-table value of 2.70, meaning H_0 is rejected and H_a is accepted. Furthermore, the coefficient of determination (R^2) shows that work facilities, work environment, and job training collectively contribute 77.2% to employee performance (Y) at The Oberoi Beach Resort Bali.

Keywords: Work Facilities, Work Environment, Job Training, Employee Performance.

ABSTRAK

The Oberoi Beach Resort Bali merupakan salah satu perusahaan yang bergerak di bidang pariwisata, namun terdapat permasalahan mengenai kinerja karyawan yang dipicu oleh kurang memadainya fasilitas kerja, lingkungan kerja yang kurang nyaman, dan pelatihan kerja yang belum optimal. Dari latar belakang tersebut, penelitian ini bertujuan untuk mengetahui pengaruh fasilitas kerja, lingkungan kerja, dan pelatihan kerja terhadap kinerja karyawan di The Oberoi Beach Resort Bali. Penelitian ini menggunakan data kuantitatif dengan sumber data primer dan sekunder. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik sensus terhadap 95 responden, dan pengumpulan data dilakukan menggunakan kuesioner. Analisis data menggunakan SPSS 21.00 for Windows dengan analisis deskriptif, uji validitas dan reliabilitas, uji asumsi klasik, regresi linear berganda, uji t dan uji F. Hasil deskriptif menunjukkan bahwa kinerja karyawan (Y) memiliki nilai rata-rata sebesar 3,83 yang berarti berada pada kategori *baik*. Fasilitas kerja (X1) memiliki rata-rata 4,16 (baik), lingkungan kerja (X2) sebesar 4,19 (baik), dan pelatihan kerja (X3) sebesar 4,31 yang termasuk kategori sangat baik. Uji Validitas dan Uji Reliabilitas, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Regresi Linier Berganda, Analisis Determinasi, Uji t-test, dan Uji F-test. Uji hipotesis dilakukan pada taraf signifikansi 5%. Hasil penelitian menunjukkan bahwa secara parsial fasilitas kerja (X1) memberikan pengaruh positif dan signifikan terhadap kinerja karyawan dengan koefisien regresi b1 (X1) sebesar 0,355 dan nilai t-test sebesar 4,707. Lingkungan kerja (X2) memberikan pengaruh positif dan signifikan dengan koefisien regresi b2 (X2) sebesar 0,328 dan nilai t-test sebesar 4,377. Pelatihan kerja (X3) juga memberikan pengaruh positif dan signifikan terhadap kinerja karyawan dengan koefisien regresi b3 (X3) sebesar 0,282 dan nilai t-test sebesar 3,868. Secara simultan, fasilitas kerja (X1), lingkungan kerja (X2), dan pelatihan kerja (X3) berpengaruh positif dan signifikan terhadap kinerja karyawan (Y) di The Oberoi Beach Resort Bali. Hal ini dibuktikan melalui analisis regresi berganda: $Y = 2,730 + 0,355 (X1) + 0,328 (X2) + 0,282 (X3)$, dan diperkuat dengan hasil uji F (F-test = 105,621) yang lebih besar dari F-tabel 2,70, yang berarti H_0 ditolak dan H_a diterima. Selain itu, melalui analisis determinasi (R^2), fasilitas kerja, lingkungan kerja, dan pelatihan kerja memberikan kontribusi sebesar 77,2% terhadap kinerja karyawan (Y) di The Oberoi Beach Resort Bali.

Kata kunci: Fasilitas Kerja, Lingkungan Kerja, Pelatihan Kerja, Kinerja Karyawan.