

## ABSTRACT

Puri Raja Legian Hotel, is one of the companies engaged in tourism that continues to strive to improve employee performance, because good work performance will support the achievement of the company's vision. This study aims to determine the effect of work environment, work discipline, and leadership style on employee performance at Puri Raja Legian Hotel - Bali. This study uses quantitative and qualitative data. The sampling used is a saturated sample, with a sample size of 90 people. The data collection technique used a questionnaire. Data analysis using SPSS 24.0, with Descriptive Analysis, Validity Test and Reliability Test, Classical Assumption Test, Partial Correlation Analysis, Multiple Correlation Analysis, Multiple Linear Regression, Determination Analysis, T-test Analysis, and F-test Analysis. Hypothesis testing is carried out at the 5% level. The results showed that partially the Work Environment ( $X_1$ ) had a positive and significant effect on employee performance with  $t_{count} = 2.370 > t_{table} = 1.988$  and a significance level of  $0.020 < 0.050$ . Partially, Work Discipline ( $X_2$ ) has a positive and significant effect on employee performance with  $t_{count} = 2.647 > t_{table} = 1.988$  and a significance level of  $0.010 < 0.050$ . Partially, Leadership Style ( $X_3$ ) has a positive and significant effect on employee performance with  $t_{count} = 2.759 > t_{table} = 1.988$  and a significance level of  $0.007 < 0.050$ . Simultaneously work environment ( $X_1$ ), work discipline ( $X_2$ ), and leadership style ( $X_3$ ) have a positive and significant effect on employee performance (Y) Hotel Puri Raja Legian - Bali, as evidenced by the value of  $F_{count} = 15.545 > F_{table} = 2.711$ , which means  $H_0$  is rejected and  $H_4$  is accepted. In addition, through the determination analysis, it is known that the three independent variables contribute 62.8% to the performance of employees at Puri Raja Legian Hotel - Bali.

**Keywords:** Work Environment, Work Discipline, Leadership Style, Employee Performance.

## ABSTRAK

Hotel Puri Raja Legian, merupakan salah satu perusahaan yang bergerak di bidang pariwisata yang terus berupaya meningkatkan kinerja karyawan, karena kinerja yang baik akan mendukung tercapainya visi perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, disiplin kerja, dan gaya kepemimpinan terhadap kinerja karyawan Hotel Puri Raja Legian – Bali. Penelitian ini menggunakan data kuantitatif dan kualitatif. Pengambilan sampel yang digunakan adalah sampel jenuh, dengan jumlah sampel 90 orang. Teknik pengumpulan data menggunakan kuesioner. Analisis data menggunakan SPSS 24.0, dengan Analisis Deskriptif, Uji Validitas dan Uji Reliabilitas, Uji Asumsi Klasik, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Regresi Linier Berganda, Analisis Determinasi, Analisis Uji T – test, dan Analisis Uji F – test. Uji Hipotesis dilakukan pada taraf 5%. Hasil penelitian menunjukkan secara parsial Lingkungan Kerja ( $X_1$ ) memberikan pengaruh positif dan signifikan terhadap kinerja karyawan dengan  $t_{hitung} = 2,370 > t_{tabel} = 1,988$  dan tingkat signifikansi sebesar  $0,020 < 0,050$ . Secara parsial Disiplin Kerja ( $X_2$ ) memberikan pengaruh positif dan signifikan terhadap kinerja karyawan dengan  $t_{hitung} = 2,647 > t_{tabel} = 1,988$  dan tingkat signifikansi sebesar  $0,010 < 0,050$ . Secara parsial Gaya Kepemimpinan ( $X_3$ ) memberikan pengaruh positif dan signifikan terhadap kinerja karyawan dengan  $t_{hitung} = 2,759 > t_{tabel} = 1,988$  dan tingkat signifikansi sebesar  $0,007 < 0,050$ . Secara simultan lingkungan kerja ( $X_1$ ), disiplin kerja ( $X_2$ ), dan gaya kepemimpinan ( $X_3$ ) berpengaruh positif dan signifikan terhadap kinerja karyawan (Y) Hotel Puri Raja Legian – Bali, dibuktikan dengan nilai  $F_{hitung} = 15,545 > F_{tabel} = 2,711$ , yang berarti  $H_0$  ditolak dan  $H_4$  diterima. Selain itu melalui analisis determinasi, diketahui bahwa ketiga variabel bebas memberikan kontribusi sebesar 62,8% terhadap kinerja karyawan Hotel Puri Raja Legian – Bali.

**Kata Kunci:** Lingkungan Kerja, Disiplin Kerja, Gaya Kepemimpinan, Kinerja Karyawan.