

ABSTRACT

This study aims to examine both the partial and simultaneous effects of leadership style, communication, and work environment on employee performance at COMO Uma Canggu. The research population consisted of all employees of COMO Uma Canggu, with a sample size of 62 respondents. The analytical methods employed include validity and reliability tests, classical assumption testing, partial and multiple correlation analysis, multiple linear regression, coefficient of determination, as well as t-test and F- test at a 5% significance level. The results revealed that leadership style (X1) has a significant influence on employee performance, with a t-value of 2.358 > t-table 1.671 and a p-value of 0.022 < 0.05. Communication (X2) also showed a significant effect, with a t-value of 3.257 > t-table 1.671 and a p-value of 0.002 < 0.05. Additionally, work environment (X3) had a significant impact, demonstrated by a t-value of 2.242 > t-table 1.671 and a p-value of 0.029 < 0.05. Simultaneously, all three variables significantly affected employee performance, as proven by an F-value of 25.478 > F-table 2.76 and a p-value of 0.000 < 0.05. In conclusion, leadership style, communication, and work environment contribute substantially to enhancing employee performance at COMO Uma Canggu, both individually and collectively. It is recommended that leaders at COMO Uma Canggu communicate information clearly and in detail, foster positive relationships among employees to encourage open communication, provide adequate workplace facilities, and offer regular training to improve employee competence and productivity.

Keywords: Leadership Style, Communication, Work Environment, Employee Performance, COMO Uma Canggu Hotel

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, komunikasi dan lingkungan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di COMO Uma Cunggu. Populasi menggunakan karyawan COMO Uma Cunggu dan sampel sebanyak 62 responden. Metode analisis yang digunakan yaitu mencakup uji validitas, reliabilitas, uji asumsi klasik, korelasi parsial dan berganda, regresi linear berganda, koefisien determinasi, serta uji t dan F pada taraf signifikan 5%. Hasil penelitian menunjukkan bahwa kepemimpinan (X_1) bahwa nilai T-hitung didapat sebesar 2,358 sedangkan T-tabel sebesar 1,671 dan nilai sig sebesar $0,022 < 0,05$. Komunikasi (X_2) Berdasarkan analisis T-test dan gambar tersebut terlihat bahwa nilai T-hitung didapat sebesar 3,257 sedangkan T-tabel sebesar 1,671 dan nilai sig sebesar $0,002 < 0,05$. Disiplin Kerja (X_3) Berdasarkan analisis T-test dan gambar tersebut terlihat bahwa nilai T-hitung didapat sebesar 2,242 sedangkan T-tabel sebesar 1,671 dan nilai sig sebesar $0,029 < 0,05$, di dukunng oleh bahwa nilai F-hitung sebesar 25,478 sedangkan F-tabel sebesar 2,76 dan nilai sig sebesar $0,000 < 0,05$. Saran yang dapat diberikan peneliti adalah pemimpin COMO Uma Cunggu hendaknya dalam berkomunikasi dengan bawahan, selalu memberikan informasi secara jelas dan detail, membina hubungan yang terjalin antar karyawan, agar nantinya dalam berkomunikasi karyawan bersikap terbuka, menyediakan fasilitas kerja yang lebih lengkap dan secara berkala memberikan pelatihan kepada karyawan, untuk meningkatkan kemampuan karyawan dalam mencapai kuantitas kerja yang telah ditetapkan.

Kata Kunci: Gaya Kepemimpinan, Komunikasi ,Lingkungan Kerja, Kinerja Karyawan