ABSTRACT

This study aims to analyze the influence of competence, leadership style, and work environment on employee performance at Padma Resort Legian. The research population consists of permanent employees at Padma Resort Legian, with a sample size of 80 respondents. The data were examined using tests to establish if they were valid and reliable, along with other tests like correlation, multiple linear regression, and t-tests and F-tests, plus the coefficient of determination. The results of the study showed that 1) competence with a t-value of 3.784 and a t-table of 1.665 (b1: 0.265, sig 0.001), 2) leadership style with a t-value of 2.152 and a t-table of 1.665 (b2: 0.401, sig 0.001), and 3) work environment with a t-value of 2.602 and a t-table of 1.665 (b3: 0.319, sig 0.011). The overall results indicated that competence, leadership style, and work environment together had a calculated F-value of 195.866 and a table F-value of 2.72 (significance: 0.000), with a determination coefficient of 0.881 (88.1%), which means that 11.9% is affected by other factors not included in the study.

Keywords: Competence, Leadership Style, Work Environment, and Employee Performance.

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Kompetensi, Gaya Kepemimpinan, dan Lingkungan Kerja terhadap Kinerja Karyawan pada Padma Resort Legian. Populasi penelitian adalah karyawan tetap Padma Resort Legian, dengan sampel sebanyak 80 responden. Data dianalisis menggunakan metode uji Validitas, uji Reliabilitas, yang didukung oleh uji Asumsi Klasik, uji Korelasi, Regresi Linear Berganda, dan Uji t-test dan F-test, koefisien determinasi. Hasil penelitian menunjukkan: 1) Kompetensi nilai t_{hitung} 3,784 dengan t_{tabel} 1,665 (b_1: 0,265, sig 0,001), 2) Gaya Kepemimpinan nilai t_{hitung} 2,152 dengan t_{tabel} 1,665 (b_2: 0,401, sig 0,001), dan 3) Lingkungan Kerja nilai t_{hitung} 2,602 dengan t_{tabel} 1,665 (b_3: 0,319, sig 0,011). Terdapat juga hasil secara simultan Kompetensi, Gaya Kepemimpinan dan Lingkungan Kerja dengan F_{hitung} 195,866 dengan F_{tabel} 2,72 (sig: 0,000) dengan hasil determinasi 0,885 (88,5%) maka 11,5% dipengaruhi variabel yang tidak diteliti.

Kata kunci : Kompetensi, Gaya Kepemimpinan, Lingkungan Kerja, Kinerja Karyawan.