

ABSTRAK

Pengaruh Disiplin Dan Motivasi Kerja Terhadap Kinerja Karyawan Di Enhaii Hotel Bandung

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Beberapa penelitian yang pernah dilakukan sebelumnya menunjukkan bahwa tingkat disiplin dan motivasi kerja dapat secara signifikan mempengaruhi kinerja karyawan di berbagai sektor termasuk industri perhotelan. Namun, setiap konteks perusahaan memiliki dinamika dan karakteristik unik atau berbeda yang perlu dianalisis secara khusus. Oleh karena itu, penelitian ini akan memfokuskan pada objek penelitian di Enhaii Hotel Bandung untuk memahami secara mendalam bagaimana disiplin dan motivasi kerja mempengaruhi kinerja karyawan di lingkungan tersebut. Adapun tujuan dari penelitian ini adalah untuk mengetahui, mendeskripsikan dan menganalisis tentang pengaruh antara disiplin kerja, motivasi kerja dan kinerja karyawan di Enhaii hotel Bandung

Penelitian ini menggunakan desain deskriptif verifikatif dengan pendekatan kuantitatif. Subjek penelitian terdiri dari 30 karyawan di Enhaii Hotel Bandung. Data dikumpulkan melalui kuesioner dan dokumentasi. Validitas instrumen diuji dengan teknik korelasi *Product Moment Pearson*, sedangkan reliabilitas diuji menggunakan *Alpha Cronbach*. Uji prasyarat analisis mencakup uji normalitas, uji linearitas, uji multikolinearitas, uji validitas dan uji autokorelasi. Untuk menganalisis data, digunakan analisis regresi berganda. Metode analisis regresi linier berganda berfungsi untuk mengetahui pengaruh/hubungan antara variabel *independent* (X_1) yaitu Disiplin kerja, (X_2) yaitu Motiviasi kerja dan variabel *dependent* (Y) yaitu Kinerja Karyawan

Hasil penelitian mengungkapkan bahwa: (1) Secara parsial terbukti, bahwa “terdapat pengaruh positif dan signifikan disiplin kerja terhadap kinerja karyawan di Enhaii Hotel Bandung”. Karena berdasarkan perhitungan bahwa $t_{hitung} > t_{tabel}$ ($8,787 > 1,671$). (2) Secara parsial terbukti, bahwa “terdapat pengaruh positif dan signifikan kompetensi terhadap motivasi kerja di Enhaii Hotel Bandung”. Karena berdasarkan perhitungan bahwa $t_{hitung} > t_{tabel}$ ($7,568 > 1,671$). (3) Secara simultan terbukti, bahwa “terdapat pengaruh positif dan signifikan disiplin kerja dan motivasi kerja secara simultan terhadap kinerja karyawan di Enhaii Hotel Bandung”. Karena berdasarkan perhitungan bahwa $F_{hitung} > F_{tabel}$ ($59,288 > 0,05$). Sehingga kesimpulannya bahwa disiplin kerja dan motivasi kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan di Enhaii Hotel Bandung.

Kata Kunci: Disiplin Kerja; Motivasi Kerja; Kinerja Karyawan

ABSTRACT

The Influence of Work Discipline and Motivation on Employee Performance at Enhaii Hotel Bandung

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Previous studies have demonstrated that levels of work discipline and motivation can significantly impact employee performance across various sectors, including the hospitality industry. However, each company context possesses unique or distinct dynamics and characteristics that require specific analysis. Therefore, this research will focus on Enhaii Hotel Bandung to gain an in-depth understanding of how work discipline and motivation affect employee performance in that particular environment. The objective of this research is to determine, describe, and analyze the impact of work discipline, work motivation, and employee performance at Enhaii Hotel Bandung.

This study employs a descriptive verification design with a quantitative approach. The research subjects consist of 30 employees at Enhaii Hotel Bandung. Data was collected through questionnaires and documentation. The validity of the instruments was tested using Pearson Product Moment correlation, while reliability was assessed using Alpha Cronbach. Prerequisite tests for analysis included normality, linearity, multicollinearity, validity, and autocorrelation tests. To analyze the data, multiple regression analyses were employed. The multiple linear regression analysis method is used to determine the impact/relationship between the independent variables (X_1) Work Discipline, (X_2) Work Motivation, and the dependent variable (Y) Employee Performance.

The results of the study reveal that: (1) There is a partial positive and significant effect of work discipline on employee performance at Enhaii Hotel Bandung, as evidenced by the calculation where $t_{\text{count}} > t_{\text{table}}$ ($8.787 > 1.671$). (2) There is a partial positive and significant effect of work motivation on employee performance at Enhaii Hotel Bandung, as indicated by the calculation where $t_{\text{count}} > t_{\text{table}}$ ($7.568 > 1.671$). (3) There is a simultaneous positive and significant effect of both work discipline and work motivation on employee performance at Enhaii Hotel Bandung, as shown by the calculation where $F_{\text{count}} > F_{\text{table}}$ ($59.288 > 0.05$). Therefore, the conclusion is that work discipline and work motivation have a simultaneous positive and significant effect on employee performance at Enhaii Hotel Bandung.

Keywords: Work Discipline; Work Motivation; Employee Performance