

PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA HOTEL BALQUISSE HERITAGE

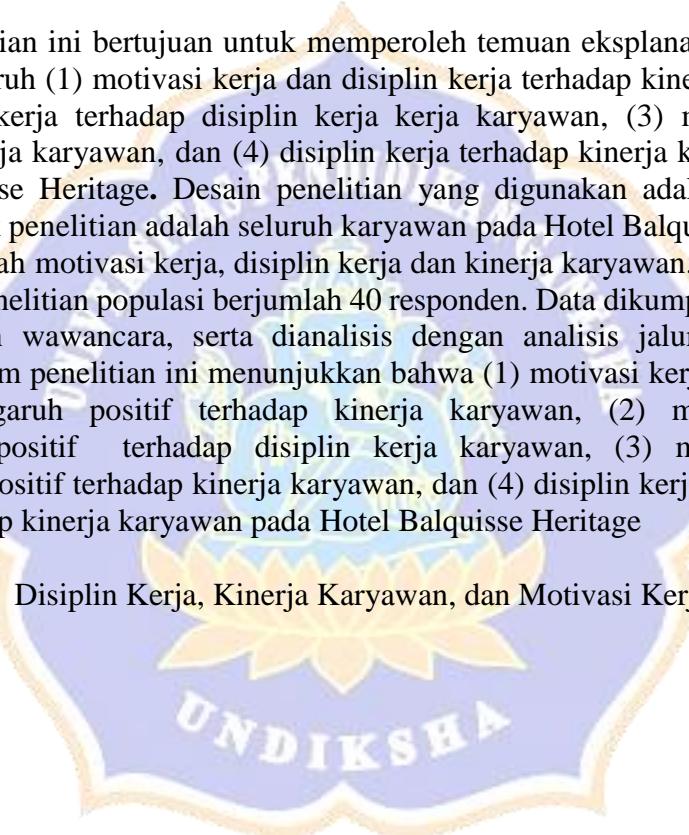
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ABSTRAK

Penelitian ini bertujuan untuk memperoleh temuan eksplanatif yang teruji tentang pengaruh (1) motivasi kerja dan disiplin kerja terhadap kinerja karyawan, (2) motivasi kerja terhadap disiplin kerja kerja karyawan, (3) motivasi kerja terhadap kinerja karyawan, dan (4) disiplin kerja terhadap kinerja karyawan pada Hotel Balquisse Heritage. Desain penelitian yang digunakan adalah kuantitatif kausal. Subjek penelitian adalah seluruh karyawan pada Hotel Balquisse Heritage, objeknya adalah motivasi kerja, disiplin kerja dan kinerja karyawan. Penelitian ini merupakan penelitian populasi berjumlah 40 responden. Data dikumpulkan dengan kuesioner dan wawancara, serta dianalisis dengan analisis jalur. Hasil yang diperoleh dalam penelitian ini menunjukkan bahwa (1) motivasi kerja dan disiplin kerja berpengaruh positif terhadap kinerja karyawan, (2) motivasi kerja berpengaruh positif terhadap disiplin kerja karyawan, (3) motivasi kerja berpengaruh positif terhadap kinerja karyawan, dan (4) disiplin kerja berpengaruh positif terhadap kinerja karyawan pada Hotel Balquisse Heritage

Kata Kunci : Disiplin Kerja, Kinerja Karyawan, dan Motivasi Kerja



THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE BALQUISSE HERITAGE HOTEL

ABSTRACT

The purpose of this study were in order to examine the effect off (1) work motivation and work discipline of the employee's performance, (2) work motivation of the work discipline, (3) work motivation of the employee's performance, (4) work discipline of the employee's performance at Hotel Balquisse Heritage. Design of the research that use to this study is research designing causal quantitative. The subject of this study were all of the employees in Hotel Balquisse Heritage, and the objects were: work motivation, work discipline, employee's performance. Total population of this research are 40 employees who all combine became observation unit, therefore this research including population research. Data were collected by using a questionnaire and interviews, and analyzed by path analysis. The results showed a positive effect of (1) work motivation and work discipline have significant effect on employee performance, (2) work motivation has a positive effect on work discipline, (3) work motivation has a positive effect on employee performance and (4) work discipline has a positive effect on employee performance at Hotel Balquisse Heritage.

Keyword: Work Motivation, Work Discipline, Employee's Performance

