

**PENGARUH KOMPETENSI KERJA DAN MOTIVASI KERJA  
TERHADAP KINERJA KARYAWAN HOTEL BINTANG TIGA DI  
KAWASAN PANTAI LOVINA KABUPATEN BULELENG**

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**ABSTRAK**

Penelitian berguna untuk mengetahui pengaruh (1) kompetensi terhadap kinerja karyawan melalui motivasi, (2) kompetensi kerja terhadap motivasi karyawan, (3) kompetensi terhadap kinerja, (4) motivasi terhadap kinerja. Kuantitatif kausal merupakan desain penelitian yang digunakan. Subjek pada penelitian ini seluruh karyawan pada Hotel Bintang Tiga Di Kawasan Pantai Lovina Kabupaten Buleleng yang berjumlah 58 orang. Sedangkan obyek penelitian ini kompetensi, motivasi, dan kinerja. Pengumpulan data menggunakan metode kuesioner, di analisis menggunakan analisis jalur (*path analysis*). Hasil penelitian ini menunjukkan bahwa (1) Kompetensi dan motivasi berpengaruh positif dan signifikan terhadap kinerja, (2) Kompetensi berpengaruh positif dan signifikan terhadap motivasi, (3) Kompetensi berpengaruh positif dan signifikan terhadap kinerja, (4) Motivasi berpengaruh positif dan signifikan terhadap kinerja.

**Kata Kunci:** kinerja karyawan, kompetensi, dan motivasi

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**ABSTRACT**

This research aims at examining the effect of (1) workplace competencies on employee performances through work motivation, (2) workplace competencies on employee motivation (3) workplace competencies on employee performances, (4) work motivation on employee performances. The research design used in this study is causal quantitative. The subjects of this research were all employees at Melati Hotel in Lovina Beach Area, Buleleng Regency, in which the amount of the employees are 8 people, meanwhile the objects in this research include workplace competencies, work motivation and employee performances. The data were collected by using questionnaire and then was analyzed by administering path analysis. The results of this research showed that (1) workplace competencies and work motivation give positive and significant effect on employee performances, (2) workplace competencies give positive and significant effect on work motivation, (3) workplace competencies present positive and significant effect on employee performances, (4) work motivation presents positive and significant effect on the performances of the employee.

**Keywords:** employee performances, work motivation and workplace competencies,