

**PENGARUH KEMAMPUAN DAN MOTIVASI KERJA TERHADAP
KINERJA KARYAWAN PADA HOTEL NUGRAHA LOVINA
SEAVIEW RESORT & SPA**

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ABSTRAK

Tujuan penelitian ini untuk menganalisis pengaruh kemampuan dan motivasi kerja terhadap kinerja karyawan pada Hotel Nugraha Lovina Seaview Resort & Spa. Penelitian ini merupakan penelitian kuantitatif. Populasi yang diambil dalam penelitian ini adalah seluruh karyawan Hotel Nugraha Lovina Seaview resort & spa sebanyak 30 orang. Metode pengumpulan data menggunakan wawancara, kuesioner, dan pencatatan dokumen. Analisis data dilakukan dengan uji regresi linier berganda. Hasil penelitian menunjukkan bahwa (1) kemampuan dan motivasi kerja secara simultan mempunyai pengaruh terhadap kinerja karyawan pada Hotel Nugraha Lovina, (2) kemampuan berpengaruh terhadap kinerja karyawan pada Hotel Nugraha Lovina, dan (3) motivasi kerja berpengaruh terhadap kinerja karyawan pada Hotel Nugraha Lovina.

Kata Kunci: kemampuan, motivasi kerja, kinerja karyawan

**EFFECT OF ABILITY AND WORK MOTIVATION ON EMPLOYEE
PERFORMANCE IN HOTEL NUGRAHA LOVINA
SEAVIEW RESORT & SPA**

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The purpose of this study was to analyze the effect of work ability and motivation on employee performance at Nugraha Lovina Seaview Resort & Spa Hotel. This research is a quantitative research. The population taken in this study were all employees of the Nugraha Lovina Seaview resort & spa hotel as many as 30 people. Data collection methods use interviews, questionnaires, and document recording. Data analysis was performed with multiple linear regression tests. The results showed that (1) work ability and motivation simultaneously had an influence on employee performance at the Nugraha Lovina Hotel, (2) ability to influence employee performance at Nugraha Lovina Hotel, and (3) work motivation had an effect on employee performance at the Nugraha Lovina Hotel .

Keywords: ability, work motivation, employee performance.

