

PENGARUH PELATIHAN DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN ELEVATE BALI

Oleh

Kadek Erva Priyana, Nim 2017041219

Jurusan manajemen

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan kerja dan disiplin kerja terhadap kinerja karyawan di Elevate Bali. Pelatihan yang tepat dapat meningkatkan kemampuan karyawan dalam menjalankan tugas, khususnya dalam meningkatkan layanan pelanggan, komunikasi, dan pemahaman budaya, yang sangat penting di sektor pariwisata. Disiplin kerja yang tinggi berperan dalam mengelola waktu, mematuhi standar operasional, serta menciptakan lingkungan kerja yang teratur, sehingga mendukung peningkatan kinerja.

Penelitian ini dilakukan di Elevate Bali yang berada di Br. Dinas Tamblingan, Desa Munduk, Kecamatan Banjar, Kab. Buleleng, Bali. Pada penelitian ini menggunakan responden sebanyak 81 orang dengan menggunakan metode penelitian melalui wawancara dan penyebaran kuesioner. Jenis penelitian adalah penelitian korelasional. Kemudian dilakukan analisis secara kuantitatif, yang meliputi: uji validitas, uji reliabilitas, analisis regresi linier berganda dan uji asumsi klasik.

Berdasarkan hasil penelitian, ditemukan bahwa kedua variabel bebas, yaitu pelatihan kerja dan disiplin kerja, memiliki pengaruh signifikan terhadap kinerja karyawan dengan kontribusi sebesar 50,6%, sementara sisanya dipengaruhi oleh faktor lain. Sehingga dapat disimpulkan bahwa Pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Elevate Bali. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Elevate Bali. Pelatihan kerja dan disiplin kerja berpengaruh signifikan terhadap kinerja Karyawan Elevate Bali.

Kata kunci: pelatihan kerja, disiplin kerja, dan kinerja karyawan.

THE EFFECT OF TRAINING AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE ELEVATE BALI

By

**Kadek Erva Prianata, Nim 2017041219
Management Department**

Abstrack

This study aims to analyse the effect of job training and work discipline on employee performance at Elevate Bali. Proper training can improve employees' ability to perform their duties, especially in improving customer service, communication, and cultural understanding, which are very important in the tourism sector. High work discipline plays a role in managing time, complying with operational standards, and creating an orderly work environment, thus supporting improved performance.

This research was conducted at Elevate Bali which is located in Br. Dinas Tamblingan, Munduk Village, Banjar District, Kab. Buleleng, Bali. In this study using 81 respondents using research methods through interviews and distributing questionnaires. The type of research is correlational research. Then quantitative analysis is carried out, which includes: validity test, reliability test, multiple linear regression analysis and classical assumption test.

Based on the results of the study, it was found that both independent variables, namely job training and work discipline, had a significant influence on employee performance with a contribution of 50.6%, while the rest was influenced by other factors. So it can be concluded that job training has a positive and significant effect on the performance of Elevate Bali employees. Work discipline has a positive and significant effect on employee performance Elevate Bali. Job training and work discipline have a significant effect on the performance of Elevate Bali employees.

Keywords: job training, work discipline, and employee performance