

**PENGARUH LINGKUNGAN KERJA DAN MOTIVASI KERJA
TERHADAP KINERJA KARYAWAN PADA HOTEL MATAHARI
BEACH RESORT & SPA**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh: (1) lingkungan kerja terhadap kinerja karyawan, (2) motivasi kerja terhadap kinerja karyawan, (3) lingkungan kerja terhadap motivasi kerja dan (4) lingkungan kerja terhadap kinerja karyawan melalui motivasi kerja pada Hotel Matahari Beach Resort & Spa. Desain penelitian dalam penelitian ini adalah kuantitatif kausal. Objek penelitian ini adalah lingkungan kerja, motivasi kerja dan kinerja karyawan. Subjek penelitian adalah seluruh karyawan Hotel Matahari Beach Resort & Spa. Jumlah populasi sebanyak 122 orang. Data dikumpulkan dengan kuesioner dan dianalisis dengan analisis jalur. Hasil penelitian menunjukkan bahwa: (1) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (2) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (3) lingkungan kerja terhadap berpengaruh positif dan signifikan motivasi kerja dan (4) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui motivasi kerja.

Kata kunci: hotel, kinerja karyawan, lingkungan kerja, motivasi kerja

**EFFECT OF WORK ENVIRONMENT AND WORK MOTIVATION OF
EMPLOYEE PERFORMANCE IN MATAHARI
BEACH RESORT & SPA HOTEL**

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This study aims to examine the effect of: 1) work environment on employee performance, (2) work motivation on employee performance, (3) work environment on work motivation and (4) work environment on employee performance through work motivation at Matahari Beach Resort & Spa Hotel. Research design used in this study is quantitative causal. The research subjects were 122 employee who worked at Matahari Beach Resort & Spa Hotel and the objects in this study were work environment, work motivation and employee performance. Data collected by questionnaire and analyzed by path analysis. The results showed that: (1) work environment has a positive and significant effect on employee performance (2) work motivation has a positive and significant effect on employee performance (3) work environment has a positive and significant effect on work motivation and (4) work environment has a positive and significant effect on employee performance through work motivation at Matahari Beach Resort & Spa Hotel.

Keywords: hotel, employee performance, work environment, work motivation