

PENGARUH *SERVANT LEADERSHIP* DAN PENGEMBANGAN KARIER TERHADAP KINERJA KARYAWAN HOTEL THE LOVINA BALI

Oleh

Ni Komang Medya Widiyanti, NIM 2217041255

Jurusan Manajemen

ABSTRAK

Penelitian ini dilakukan untuk menganalisis pengaruh *servant leadership* dan pengembangan karier terhadap kinerja karyawan Hotel The Lovina Bali, baik secara parsial maupun simultan. Permasalahan yang dikaji pada penelitian ini adalah bagaimana variabel independen *servant leadership* dan pengembangan karier mempengaruhi variabel dependen kinerja karyawan di tengah lingkungan kerja yang kompetitif. Penelitian ini menerapkan pendekatan kuantitatif dengan jumlah populasi sebanyak 151 karyawan, dengan seluruh anggota populasi tersebut ditetapkan sebagai responden melalui teknik total sampling. Dalam penelitian ini, yang menjadi subjek adalah karyawan Hotel The Lovina Bali. Objek yang dikaji dalam penelitian ini meliputi *servant leadership*, pengembangan karier, dan kinerja karyawan. Pengumpulan data dilakukan melalui penyebaran kuesioner yang telah melalui tahap uji validitas dan reliabilitas guna menjamin konsistensi pengukuran. Sementara, teknik analisis data dalam penelitian ini menggunakan analisis regresi linier berganda untuk mengetahui pengaruh setiap variabel terhadap kinerja karyawan. Hasil penelitian mengungkapkan bahwa (1) *servant leadership* memberikan pengaruh yang positif dan signifikan terhadap kinerja karyawan. (2) pengembangan karier juga memberikan pengaruh positif dan signifikan terhadap kinerja karyawan. (3) *servant leadership* dan pengembangan karier secara simultan memberikan pengaruh positif dan signifikan terhadap kinerja karyawan. Mengacu pada temuan ini, upaya peningkatan kinerja karyawan dapat diupayakan melalui penguatan aspek gaya kepemimpinan *servant leadership* serta meningkatkan sistem pengembangan karier dalam rangka meningkatkan kinerja karyawan secara berkelanjutan.

Kata kunci: kinerja karyawan, pengembangan karier, *servant leadership*,

PENGARUH *SERVANT LEADERSHIP* DAN PENGEMBANGAN KARIER TERHADAP KINERJA KARYAWAN HOTEL THE LOVINA BALI

Oleh

Ni Komang Medya Widianari, NIM 2217041255

Jurusan Manajemen

ABSTRACT

This study was conducted to analyze the effects of servant leadership and career development on the performance of employees at The Lovina Bali Hotel, both partially and simultaneously. The research question addressed in this study is how the independent variables servant leadership and career development influence the dependent variable of employee performance in a competitive work environment. This study employed a quantitative approach with a population of 151 employees, all of whom were selected as respondents using total sampling. The subjects of this study were employees of the Lovina Bali Hotel. The objects of analysis in this study included servant leadership, career development, and employee performance. Data collection was conducted through the distribution of questionnaires that had undergone validity and reliability testing to ensure measurement consistency. Meanwhile, the data analysis technique used in this study was multiple linear regression analysis to determine the effect of each variable on employee performance. The result of the study reveal that (1) servant leadership has a positive and significant effect on employee performance. (2) career development also has a positive and significant effect on employee performance. (3) servant leadership and career development simultaneously have a positive and significant effect on employee performance. Based on these findings, efforts to improve employee performance can be pursued by strengthening servant leadership practices and enhancing the career development system in order to improve employee performance sustainably.

Keywords: *career development, employee performance, servant leadership*