

**PENGARUH MOTIVASI, DISIPLIN KERJA, DAN KOMPETENSI
TERHADAP KINERJA KARYAWAN THE RIZEN HOTEL CISARUA
BOGOR**

***THE INFLUENCE OF WORK DISCIPLINE MOTIVATION AND
COMPETENCY ON EMPLOYEE PERFORMANCE THE RIZEN HOTEL
CISARUA BOGOR***

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, disiplin kerja dan kompetensi terhadap kinerja karyawan The Rizen Hotel Cisarua Bogor. Sampel pada penelitian ini berjumlah 40 orang. Hasil uji validitas dan reliabilitas menunjukkan bahwa seluruh butir pertanyaan dinyatakan valid dan reliabel. Metode penelitian menggunakan regresi linear berganda dan software SPSS. Adapun analisis regresi berganda uji F (simultan) menyatakan bahwa terdapat pengaruh positif dan signifikan secara simultan antara motivasi, disiplin kerja dan kompetensi terhadap kinerja karyawan. Hasil uji t (parsial) menyatakan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, disiplin kerja berpengaruh positif dan signifikan terhadap karyawan dan kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan The Rizen Hotel Cisarua Bogor.

Kata kunci: Motivasi, Disiplin Kerja, Kompetensi, Kinerja

ABSTRACT

This study aims to determine the effect of motivation, work discipline and competence on the performance of employees of The Rizen Hotel Cisarua Bogor. The sample in this study amounted to 40 people. The results of the validity and reliability tests indicated that all questions were stated to be valid and reliable. The research method uses multiple linear regression and SPSS software. As for the multiple regression analysis F test (simultaneous) states that there is a positive and significant effect simultaneously between motivation, work discipline and competence on employee performance. The results of the t (partial) test state that motivation has a positive and significant effect on employee performance, work discipline has a positive and significant effect on employees and competence has a positive and significant effect on employee performance at The Rizen Hotel Cisarua Bogor.

Keywords: Motivation, Work Discipline, Competence, Performance

