

ABSTRACT

(ARIYANSAH / 2100861201106 / 2025 / THE INFLUENCE OF PHYSICAL WORK ENVIRONMENT, TRAINING AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT ABADI SUITE HOTEL IN JAMBI CITY / LECTURER I Dr. H. SAIYID SYEKH, SE, M.Sc. / LECTURER II GUPRON, S.KOM, M.KOM.)

Physical work environment, training and work discipline play a very important role in employee performance. Therefore, the purpose of this study is to describe the physical work environment, training, work discipline and employee performance at Abadi Suite Hotel in Jambi City and to analyze the effect of physical work environment, training and work discipline on employee performance at Abadi Suite Hotel in Jambi City simultaneously and partially.

The research method in this study is descriptive and quantitative. The distribution of questionnaires with the number of samples in this study were all employees at the Abadi Suite Hotel, Jambi City in 2024 as many as 43 people, Data analysis using SPSS Ver 23 and using a multiple linear regression model with the calculation results $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$.

Multiple linear regression model with the results $Y = 1.927 + 0.386X_1 + 0.439X_2 + 0.452X_3 + e$. The regression coefficient of the Physical Work Environment (X_1) is 0.386, the regression coefficient of Training (X_2) is 0.439 and the regression coefficient of Work Discipline (X_3) is 0.452.

Determination Coefficient = R Square (R^2) of 0.879, this figure states that the variables of Physical Work Environment (X_1), Training (X_2) and Work Discipline (X_3) are able to explain the Performance variable (Y) of 87.9% and the remaining 12.1% is explained by other factors not included in this research model such as, Work Motivation, Compensation, and others.

Physical Work Environment (X_1), Training (X_2) and Work Discipline (X_3) simultaneously have a significant effect on the Employee Performance variable (Y). Physical Work Environment (X_1), Training (X_2) and Work Discipline (X_3) partially have a positive and significant effect on Employee Performance (Y).

Keywords: Physical Work Environment, Training, Work Discipline, Performance

ABSTRAK

(ARIYANSAH / 2100861201106 / 2025 / PENGARUH LINGKUNGAN KERJA FISIK, PELATIHAN DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA HOTEL ABADI SUITE KOTA JAMBI / DOSEN I Dr. H. SAIYID SYEKH, SE, M.Si. / DOSEN II GUPRON, S.KOM, M.KOM.)

Lingkungan kerja fisik, pelatihan dan disiplin kerja memegang peranan yang sangat penting dalam kinerja karyawan. Oleh karena itu, tujuan penelitian ini adalah untuk mendeskripsikan lingkungan kerja fisik, pelatihan, disiplin kerja dan kinerja karyawan pada Hotel Abadi Suite Kota Jambi dan menganalisis pengaruh lingkungan kerja fisik, pelatihan dan disiplin kerja terhadap kinerja karyawan pada Hotel Abadi Suite Kota Jambi secara simultan dan parsial.

Metode penelitian dalam penelitian ini adalah deskriptif dan kuantitatif. Penyebaran kuesioner dengan jumlah sampel dalam penelitian ini adalah seluruh karyawan pada Hotel Abadi Suite Kota Jambi tahun 2024 sebanyak 43 orang, Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier berganda dengan hasil perhitungan $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$.

Model regresi linier berganda dengan hasil $Y = 1,927 + 0,386X_1 + 0,439X_2 + 0,452X_3 + e$. Koefisien regresi Lingkungan Kerja Fisik (X_1) sebesar 0,386, Koefisien regresi Pelatihan (X_2) sebesar 0,439 dan Koefisien regresi Disiplin Kerja (X_3) sebesar 0,452.

Koefisien Determinasi = R Square (R^2) sebesar 0,879, angka ini menyatakan bahwa variabel Lingkungan Kerja Fisik (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) mampu menjelaskan variabel Kinerja (Y) sebesar 87,9% dan sisanya sebesar 12,1% dijelaskan oleh faktor lain yang tidak dimasukkan dalam model penelitian ini seperti, Motivasi Kerja, Kompensasi, dan lain-lain.

Lingkungan Kerja Fisik (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Lingkungan Kerja Fisik (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y).

Kata Kunci: Lingkungan Kerja Fisik, Pelatihan, Disiplin Kerja, Kinerja