

REFERENCES

1. *5 Star Luxury Hotel in Bali, Indonesia | The Apurva Kempinski Bali.* (n.d.). 5 Star Luxury Hotel in Bali, Indonesia | the Apurva Kempinski Bali. <https://>
2. Ali, B. J., & Anwar, G. (2021, April 21). *An Empirical Study of Employees' Motivation and Its Influence Job Satisfaction.* An Empirical Study of Employees' Motivation and Its Influence Job Satisfaction by Bayad Jamal Ali, Govand Anwar :: SSRN. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3822723
3. Aluy, C. A. (2017, May 26). *PENGARUH KEBERADAAN WANITA DALAM MANAJEMEN PUNCAK DAN KEPEMILIKAN MANAJERIAL TERHADAP KINERJA KEUANGAN PERBANKAN (Studi Pada Bank BUMN dan Bank Swasta Nasional Devisa di Indonesia) | Jurnal EMBA : Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi.* ejournal.unsrat.ac.id. <https://doi.org/10.35794/emba.5.2.2017.15997>
4. Amin, N. F. (2023, June 12). *Konsep Umum Populasi dan Sampel dalam Penelitian.* Amin | PILAR. <https://journal.unismuh.ac.id/index.php/pilar/article/view/10624>
5. Andrade, C. (2020, December 17). *The Inconvenient Truth About Convenience and Purposive Samples.* Indian Journal of Psychological Medicine; Medknow. <https://doi.org/10.1177/0253717620977000>
6. ANUPAMA, K. Hypothesis types and research. *International Journal of Nursing Science Practice and Research*, 2018, 4.2: 78-80
7. Ardiansyah, T. (2020, August 28). *Employee Engagement Terhadap Employee Performance (Sebuah Studi Literatur) | Ardiansyah | Sosio e-Kons.* Employee Engagement Terhadap Employee Performance (Sebuah Studi Literatur) | Ardiansyah | Sosio e-Kons. <https://doi.org/10.30998/sosioekons.v12i02.6444>

8. ASENAHABI, Bostley Muyembe. Basics of research design: A guide to selecting appropriate research design. *International Journal of Contemporary Applied Researches*, 2019, 6.5: 76-89.
9. Badrianto, Y. (2019, November 26). *THE EFFECT OF WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE PERFORMANCE OF PT. HASTA MULTI SEJAHTERA CIKARANG*. <https://e-journal.stiekusumanegara.ac.id/index.php/jrbee/article/view/8>
10. Bhandari, A. (2023, July 17). *Multicollinearity | Causes, Effects and Detection Using VIF (Updated 2023)*. Analytics Vidhya. <https://www.analyticsvidhya.com/blog/2020/03/what-is-multicollinearity/>
11. Bujang, M. A., Omar, E. D., & Baharum, N. A. (2018, January 1). *A Review on Sample Size Determination for Cronbach's Alpha Test: A Simple Guide for Researchers*. The Malaysian Journal of Medical Science; University of Science Malaysia. <https://doi.org/10.21315/mjms2018.25.6.9>
12. Chen, J. (2023, August 20). *Z-Test Definition: Its Uses in Statistics Simply Explained With Example*. Investopedia. <https://www.investopedia.com/terms/z/z-test.asp>
13. Darmawan, D., & Ernawati, E. (2022, February 10). *MOTIVASI KARYAWAN DAN HASIL KERJA BAGI ORGANISASI*. Jurnal Baruna Horizon. <https://doi.org/10.52310/jbhorizon.v4i2.59>
14. DATA, Teknik Pengumpulan. Observasi. Wawancara, Angket dan Tes.
15. Dewi, R. V. K. (2021, January 12). *Pengaruh Komunikasi Terhadap Kinerja Karyawan Pada PT. Indosurya Kencana Di Bekasi*. Dewi | JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia). <http://openjournal.unpam.ac.id/index.php/JJSDM/article/view/9085/577>
[1](#)
16. Dewi, S. K. (2020). *Validitas dan Reliabilitas Kuisisioner Pengetahuan, Sikap dan Perilaku Pencegahan Demam Berdarah*. <https://publikasiilmiah.ums.ac.id/xmlui/handle/11617/11916>

17. Dhewy, R. C. (2022, August 15). *PELATIHAN ANALISIS DATA KUANTITATIF UNTUK PENULISAN KARYA ILMIAH MAHASISWA*. J-ABDI Jurnal Pengabdian Kepada Masyarakat. <https://doi.org/10.53625/jabdi.v2i3.3224>
18. EKONOMETRIKA, B. A., & BASUKI, A. T. UJI MULTIKOLINEARITAS DAN PERBAIKAN MULTIKOLINEARITAS.
19. Elvina, S. and Chao, L. Z. (2019) 'A Study on the relationship between employee motivation and work performance', *IOSR Journal of Business and Management (IOSR-JBM)*, 21(3), pp. 59–68. doi: 10.9790/487X-2103025968.
20. Emerson, R. W. (2021, January 1). *Convenience Sampling Revisited: Embracing Its Limitations Through Thoughtful Study Design*. *Journal of Visual Impairment & Blindness*; SAGE Publishing. <https://doi.org/10.1177/0145482x20987707>
21. Eteng, O. (2023, October 5). *Quantitative Data: What It Is, Types and Examples*. Learn | Hevo. <https://hevo.com/learn/quantitative-data-analysis/>
22. Fahmawati, L., Cheerli, C., & Imarshan, I. (2021, October 1). *Fungsi Komunikasi Organisasi Internal Selama Pandemi Covid-19 : Studi Kasus di Organisasi Pendidikan | Edumaspul: Jurnal Pendidikan*. Fungsi Komunikasi Organisasi Internal Selama Pandemi Covid-19 : Studi Kasus Di Organisasi Pendidikan | Edumaspul: Jurnal Pendidikan. <https://doi.org/10.33487/edumaspul.v5i2.2119>
23. Hayashi, P., Abib, G., & Hoppen, N. (2019). Validity in qualitative research: A processual approach. *The Qualitative Report*, 24(1), 98-112.
24. *Hospitality Experience: An Introduction to Hospitality Management | Emerald Insight*. (2015, March 16). *Hospitality Experience: An Introduction to Hospitality Management | Emerald Insight*. <https://www.emerald.com/insight/content/doi/10.1108/JTF-12-2014-0008/full/html>

25. *Hospitality Management Definition / Meaning - Xotels*. (2021, May 26). Xotels. <https://www.xotels.com/en/glossary/hospitality-management>
26. *Hospitality*. (n.d.). Google Books. <https://books.google.com/books/about/Hospitality.html?hl=id&id=KVkwEAAAQBAJ>
27. Iliyasa, R., & Etikan, I. (2021). Comparison of quota sampling and stratified random sampling. *Biom. Biostat. Int. J. Rev*, 10(1), 24-27.
28. JULIANSYAH, Akbar; SUSILOWATI, Dyah; YUNUS, Muhammad. Kajian dan Rumusan Projek Infrastruktur Jaringan pada Industri Hospitality. *JTIM J. Teknol. Inf. dan Multimed*, 2019, 1.1: 37-44.
29. KALIYADAN, Feroze; KULKARNI, Vinay. Types of variables, descriptive statistics, and sample size. *Indian dermatology online journal*, 2019, 10.1: 82
30. Kaufman, B. E. (2011, January 1). *Managing the Human Factor*. De Gruyter. <https://www.degruyter.com/document/doi/10.7591/9780801461668/html>
31. Kulachai, W., Narkwatchara, P., Siripool, P., & Vilailert, K. (2018, March 1). *Internal communication, employee participation, job satisfaction, and employee performance | Atlantis Press*. Internal Communication, Employee Participation, Job Satisfaction, and Employee Performance | Atlantis Press. <https://doi.org/10.2991/insyma-18.2018.31>
32. Lenaini, I. (2021, June 30). *TEKNIK PENGAMBILAN SAMPEL PURPOSIVE DAN SNOWBALL SAMPLING*. Lenaini | Historis: Jurnal Kajian, Penelitian Dan Pengembangan Pendidikan Sejarah. <https://doi.org/10.31764/historis.v6i1.4075>
33. LENAU, Simon. Statistical and Machine Learning Methods for Handling Selectivity in Non-Probability Samples. 2023.
34. Lo, S. K., & Lee, S. (2018, November 15). *Reliability and Validity*. Routledge eBooks. <https://doi.org/10.4324/9781315755649-29>

35. M. S. Mahmud, J. Z. Huang, S. Salloum, T. Z. Emara and K. Sadatdiynov, "A survey of data partitioning and sampling methods to support big data analysis," in *Big Data Mining and Analytics*, vol. 3, no. 2, pp. 85-101, June 2020, doi: 10.26599/BDMA.2019.9020015.
36. Mahapatro, Bibhuti Bhusan. *Human resource management*. PG Department of Business Management, 2022.
37. Mardiatmoko, G. (2020, October 10). *PENTINGNYA UJI ASUMSI KLASIK PADA ANALISIS REGRESI LINIER BERGANDA*. Barekeng. <https://doi.org/10.30598/barekengvol14iss3pp333-342>
38. Meeker, W. Q., Escobar, L. A., & Pascual, F. G. (2022). *Statistical methods for reliability data*. John Wiley & Sons.
39. *MEMAHAMI UJI MULTIKOLINEARITAS DALAM MODEL REGRESI*. (2021, August 6). <https://accounting.binus.ac.id/2021/08/06/memahami-uji-multikolinearitas-dalam-model-regresi/>
40. Mishra, P., Pandey, C. K., Singh, U., Gupta, A., Sahu, C., & Keshri, A. (2019, January 1). *Descriptive statistics and normality tests for statistical data*. *Annals of Cardiac Anaesthesia*; Medknow. https://doi.org/10.4103/aca.aca_157_18
41. Mishra, P., Singh, U., Pandey, C. K., Mishra, P., & Pandey, G. (2019, January 1). *Application of student's t-test, analysis of variance, and covariance*. *Annals of Cardiac Anaesthesia*; Medknow. https://doi.org/10.4103/aca.aca_94_19
42. MISHRA, Shanti Bhushan; ALOK, Shashi. *Handbook of research methodology*. 2022.
43. Moffan, M. D. B., & Handoyo, S. (2020, June 30). *Pengaruh Stres Kerja terhadap Cyberloafing dengan Kepuasan Kerja Sebagai Variabel Moderator pada Karyawan di Surabaya*. *Analitika: Jurnal Magister Psikologi UMA*; Medan Area University. <https://doi.org/10.31289/analitika.v12i1.3401>
44. Noor, Z., Nayaz, N., Solanki, V., Manoj, A., & Sharma, A. (2020). *Impact of Rewards System on Employee Motivation: A Study of a*

- Manufacturing Firm in Oman. *International Journal of Business and Management Future*, 4(2), 6-16. <https://doi.org/10.46281/ijbmf.v4i2.692>
45. Novarini, N. N. A., & Imbayani, I. G. A. (2019, December 20). *The Influence of Reward and Punishment on Employee Performance at Royal Tunjung Bali Hotel & Spa Legian*. *International Journal of Applied Business and International Management; International Journal of Business Science and Applied Management*. <https://doi.org/10.32535/ijabim.v4i3.681>
46. Obilor, E. I. (2023). Convenience and purposive sampling techniques: Are they the same. *International Journal of Innovative Social & Science Education Research*, 11(1), 1-7.
47. Parashakti, R. D. (2020, June 30). *The Effect of Discipline and Motivation on Employee Performance in PT Samsung Elektronik Indonesia*. <https://e-journal.stiekusumanegara.ac.id/index.php/jrbee/article/view/94>
48. *Pengaruh Knowledge Management terhadap Pengembangan Sumber Daya Manusia dan Kinerja Karyawan Perhotelan di Sulawesi Selatan - Repository Politeknik Pariwisata Makassar*. (n.d.). Pengaruh Knowledge Management Terhadap Pengembangan Sumber Daya Manusia Dan Kinerja Karyawan Perhotelan Di Sulawesi Selatan - Repository Politeknik Pariwisata Makassar. <http://repository.poltekparmakassar.ac.id/161/>
49. Prayogi, M. A., Lesmana, M. T., & Siregar, L. H. (2019, August 1). *The Influence of Communication and Work Discipline to Employee Performance | Atlantis Press*. The Influence of Communication and Work Discipline to Employee Performance | Atlantis Press. <https://doi.org/10.2991/icas-19.2019.88>
50. Raharjo, S. (n.d.). *Cara Uji Paired Sample T-Test dan Interpretasi dengan SPSS*. SPSS Indonesia. <https://www.spssindonesia.com/2016/08/cara-uji-paired-sample-t-test-dan.html>

51. Ramezan, C. A., Warner, T. A., & Maxwell, A. E. (2019, January 18). *Evaluation of Sampling and Cross-Validation Tuning Strategies for Regional-Scale Machine Learning Classification*. Remote Sensing; Multidisciplinary Digital Publishing Institute. <https://doi.org/10.3390/rs11020185>
52. RENGGO, Yuniarti Reny; KOM, S. POPULASI DAN SAMPEL KUANTITATIF. *METODOLOGI PENELITIAN KUANTITATIF, KUALITATIF DAN KOMBINASI*, 2022, 43..
53. RIVALDO, Yandra; NABELLA, Septa Diana. Employee Performance: Education, Training, Experience and Work Discipline. *Calitatea*, 2023, 24.193: 182-188.
54. RUSTAN, Ahmad Sultra; HAKKI, Nurhakki. *Pengantar ilmu komunikasi*. Deepublish, 2017.
55. RUSTAN, Ahmad Sultra; HAKKI, Nurhakki. *Pengantar ilmu komunikasi*. Deepublish, 2017.
56. Safitri, D. E. (2019, June 29). *PENGARUH PELATIHAN TERHADAP KINERJA KARYAWAN*. Safitri | JURNAL DIMENSI. <https://www.journal.unrika.ac.id/index.php/jurnaldms/article/view/2154/1480>
57. Sapkota, A. (2023, August 3). *Z-test: Definition, formula, examples, uses, z-test vs t-test*. Microbe Notes. <https://microbenotes.com/z-test/>
58. Satria, H. (2021, June 13). *PENGARUH PROFITABILITAS TERHADAP NILAI PERUSAHAAN DENGAN KEBIJAKAN DIVIDEN SEBAGAI VARIABEL MODERATING*. Economic, Accounting Scientific Journal. <https://doi.org/10.52624/cash.v4i02.1802>
59. Sileyew, K. J. (2019). Research design and methodology. *Cyberspace*, 1-12.
60. SILEYEW, Kassu Jilcha. Research design and methodology. *Cyberspace*, 2019, 1-12.
61. *Smart Capital Mind*. (2023, August 6). Smart Capital Mind. <http://www.smartcapitalmind.com/what-is-hospitality-management.htm>

62. Stratton, S. J. (2021, July 21). *Population Research: Convenience Sampling Strategies*. Prehospital and Disaster Medicine; Cambridge University Press. <https://doi.org/10.1017/s1049023x21000649>
63. SUMARGO, Bagus. *Teknik sampling*. Unj press, 2020.
64. Sutrisno, S. (2022, July 26). *Determinants of Employee Performance: Overview of Aspects of Communication, Work Stress and Compensation | Sutrisno | Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*. Determinants of Employee Performance: Overview of Aspects of Communication, Work Stress and Compensation | Sutrisno | Budapest International Research and Critics Institute-Journal (BIRCI-Journal). <https://doi.org/10.33258/birci.v5i3.5937>
65. Sutrisno, S. (2022, July 26). *Determinants of Employee Performance: Overview of Aspects of Communication, Work Stress and Compensation | Sutrisno | Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*. Determinants of Employee Performance: Overview of Aspects of Communication, Work Stress and Compensation | Sutrisno | Budapest International Research and Critics Institute-Journal (BIRCI-Journal). <https://doi.org/10.33258/birci.v5i3.5937>
66. Sutrisno, S. (2022, November 10). *Dampak Kompensasi, motivasi dan Kepuasan Kerja Terhadap Kinerja Karyawan di Perusahaan: Review Literature*. journal.yrpiaku.com. <https://doi.org/10.37385/msej.v3i6.1198>
67. Suyatin, A. R. T. M. (2016, March 16). *PENGARUH KUALITAS PELAYANAN TERHADAP KEPUASAN PELANGGAN PADA PT. POS INDONESIA (PERSERO) SANGATTA*. Suyatin3 | JMA: JURNAL MANAJEMEN DAN AKUNTANSI. http://ejournal.untag-smd.ac.id/index.php/EKM/article/view/1742/pdf_281
68. SWARJANA, I. Ketut; SKM, MPH. *Populasi-sampel, teknik sampling & bias dalam penelitian*. Penerbit Andi, 2022.
69. Sürücü, L., & Maşlakçı, A. (2020, September 25). *VALIDITY AND RELIABILITY IN QUANTITATIVE RESEARCH*. Business and

- Management Studies: An International Journal; Akademik Platform.
<https://doi.org/10.15295/bmij.v8i3.1540>
70. Tinggi, K. R. T. D. P. (n.d.). *Garuda - Garba Rujukan Digital*.
<https://garuda.kemdikbud.go.id/documents/detail/2121960>
71. Tuin, L. V., Schaufeli, W. B., den Broeck, A. V., & Rhenen, W. V. (2020, August 24). *A Corporate Purpose as an Antecedent to Employee Motivation and Work Engagement*. *Frontiers*.
<https://doi.org/10.3389/fpsyg.2020.572343>
72. UKA, Ana, et al. Motivation as an indicator of performance and productivity from the perspective of employees. *Management & Marketing. Challenges for the Knowledge Society*, 2021, 16.3: 268-285.
73. UKA, Ana, et al. Motivation as an indicator of performance and productivity from the perspective of employees. *Management & Marketing. Challenges for the Knowledge Society*, 2021, 16.3: 268-285.
74. ULFA, Rafika. Variabel Penelitian Dalam Penelitian Pendidikan. *Al-Fathonah*, 2021, 1.1: 342-351.
75. USMADI, Usmadi. Pengujian persyaratan analisis (Uji homogenitas dan uji normalitas). *Inovasi Pendidikan*, 2020, 7.1.
76. *View of Leadership and Motivation to Performance through Job Satisfaction of Hotel Employees at D'Merlion Batam*. (n.d.). *View of Leadership and Motivation to Performance Through Job Satisfaction of Hotel Employees at D'Merlion Batam*.
<https://journal.binus.ac.id/index.php/winners/article/view/7039/4152>
77. Vizano, N. A., Sutawidjaya, A.A., & Endri, E. (2021). The Effect of Compensation and Career on Turnover Intention: Evidence from Indonesia. *Journal of Asian Finance, Economics, and Business*, 8(1), 471-478. <https://doi.org/10.13106/jafeb.2021.vol8.no1.471>.
78. Wahyu Jambika Utama, I. P. (2019, August 10). *FASILITAS UTAMA HOTEL RESORT BERDASARKAN CIVITAS PENGELOLA HOTEL RESORT DI TABANAN | Seminar Nasional Arsitektur, Budaya dan Lingkungan Binaan (SEMARAYANA)*. FASILITAS UTAMA HOTEL

