

## **ABSTRACT**

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### **THE INFLUENCE OF WORK ENVIRONMENT AND MOTIVATION ON EMPLOYEE PERFORMANCE AT HOTEL GRAND MERCURE MEDAN ANGKASA**

(xv, 78 pages; 8 figures; 39 tables; 8 appendixes)

Hotel Grand Mercure Medan Angkasa experienced a decline in employee performance that can be seen from the appraisal data this was suspected due to work environment and motivation. The aim of this research is to investigate whether work environment and motivation have influence on employee performance.

Work environment and motivation have an important role in shaping employee performance. Work environment and motivation are highly connected with employee performance and Hotel Grand Mercure Medan Angkasa are getting better.

In this research, the writer used quantitative research design, descriptive and causal approach. The sampling technique used was census sampling. The sample size was 36 employees.

The results of hypothesis test showed that work environment and motivation have an influence on employee performance at either partial or simultaneous. Furthermore, work environment and motivation have 64.8% influence on employee performance. This research also passed the validity, reliability, normality, multicollinearity, heteroscedasticity, linearity, multiple linear regression test and the equation is  $Y = 0.586 + 0.541 X_1 + 0.437 X_2 + e$ .

Recommendations for Hotel Grand Mercure Medan Angkasa can improve the facilities and infrastructure and needs to make changes related to the employee recruitment system and better and regular placement of employees.

**Keywords: Work Environment, Motivation, Employee Performance**

References: 36 (2018-2022)

## **ABSTRAK**

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### **PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN DI HOTEL GRAND MERCURE MEDAN ANGKASA**

*(xv, 78 Halaman; 8 gambar; 39 Tabel; 8 Lampiran)*

*Hotel Grand Mercure Medan Angkasa mengalami penurunan kinerja karyawan yang dapat dilihat dari data appraisal hal ini diduga karena lingkungan kerja dan motivasi. Tujuan dari penelitian ini adalah untuk mengetahui apakah lingkungan kerja dan motivasi berpengaruh terhadap kinerja karyawan.*

*Lingkungan kerja dan motivasi memiliki peran penting dalam membentuk kinerja karyawan. Lingkungan kerja dan motivasi sangat terkait dengan kinerja karyawan dan pertumbuhan Hotel Grand Mercure Medan Angkasa semakin baik.*

*Dalam penelitian ini, penulis menggunakan desain penelitian kuantitatif, pendekatan deskriptif dan pendekatan kausal. Teknik sampling yang digunakan adalah census sampling. Ukuran sampel adalah 36 karyawan.*

*Hasil uji hipotesis menunjukkan bahwa lingkungan kerja dan motivasi berpengaruh terhadap kinerja karyawan baik secara parsial maupun simultan. Selain itu, lingkungan kerja dan motivasi memiliki pengaruh sebesar 64,8% terhadap kinerja karyawan. Penelitian ini juga lolos uji validitas, reliabilitas, normalitas, multikolinearitas, heteroskedastisitas, linearitas, regresi linier berganda dan persamaannya adalah  $Y = 0,586 + 0,541 X1 + 0,437 X2 + e$ .*

*Rekomendasi Hotel Grand Mercure Medan Angkasa dapat meningkatkan sarana dan prasarana serta perlu melakukan perubahan terkait sistem rekrutmen karyawan dan penempatan karyawan yang lebih baik dan teratur.*

**Kata kunci: Lingkungan Kerja, Motivasi, Kinerja Karyawan**  
*Referensi: 36 (2018-2022)*