

## **ABSTRAK**

Tujuan penulis mengadakan penelitian adalah untuk mengetahui disiplin kerja, motivasi kerja, dan kinerja karyawan pada Hotel Prama Grand Preanger Bandung, serta untuk mengetahui pengaruh disiplin kerja dan motivasi kerja terhadap kinerja karyawan secara parsial dan simultan pada Hotel Prama Grand Preanger Bandung. Metode penelitian yang digunakan penulis yaitu metode deskriptif, sedangkan sifat dari penelitian ini adalah verifikatif.

Hasil penelitian yang diperoleh adalah Disiplin kerja karyawan Hotel Prama Grand Preanger Bandung dinilai baik walaupun masih terdapat penilaian yang cukup dan perlu ditingkatkan seperti pimpinan selalu datang dan pulang tepat waktu sesuai dengan jam kerja yang ditetapkan dan Pimpinan berani memberikan sanksi siapa saja yang melanggar aturan. Motivasi kerja karyawan pada Hotel Prama Grand Preanger Bandung dinilai cukup baik dengan demikian hal perlu menjadi perhatian karyawan maupun pimpinan dalam meningkatkan motivasi kerja karyawan yang tinggi. Kinerja karyawan pada Hotel Prama Grand Preanger Bandung dinilai tinggi walaupun masih terdapat penilaian yang cukup dan perlu ditingkatkan seperti kepemimpinan yang dilakukan sesuai dengan lingkungan kerja pegawai dan pimpinan memberikan kesempatan untuk berkreasi dalam kegiatan instansi. Motivasi dan Disiplin kerja secara simultan berpengaruh signifikan terhadap Kinerja Karyawan di Hotel Prama Grand Preanger Bandung berdasarkan hasil uji hipotesis yang menunjukkan Ha diterima dan Ho ditolak.

**Kata Kunci :** Disiplin Kerja, Motivasi Kerja, dan Kinerja Karyawan

## **ABSTRACT**

*The writer's intention to conduct this research was to identify work discipline, work motivation, and employee performance at Hotel Prama Grand Preanger Bandung; and to see the influence of work discipline and work motivation on employee performance partially and simultaneously at Hotel Prama Grand Preanger Bandung. A research method used by the writer was descriptive method, whilst the type of this research was verificative.*

*The result obtained was the employee's work discipline at Hotel Prama Grand Preanger Bandung was deemed excellent despite there was a moderate rating, and the room for improvement was there to make, such as the chief of company arrives at work and leaves on time. The chief of company should also be decisive on issuing penalties for those who violate the rules.*

*The employee motivation at Hotel Prama Grand Preanger Bandung was adequate. Therefore, the chief of company and the employees should pay more attention to this case to improve the employee motivation. The employee performance at Hotel Prama Grand Preanger Bandung was highly rated despite there were some issues needed to be resolved: the leadership conduct should be done accordingly, and the chief of company should give more creative space in work-related activities. Motivation and work discipline simultaneously and significantly influenced the employee performance at Hotel Prama Grand Preanger Bandung based on the hypothesis testing, which indicated that  $H_a$  was accepted, and  $H_0$  was denied.*

**Keywords :** Work discipline, work motivation, and employee performance