

ABSTRAK

Penelitian berjudul Pengaruh Kepuasan kerja dan motivasi terhadap Kinerja Karyawan Bagian *Food and Beverage* di Hotel Mercure Bandung. Tujuan penelitian untuk mengetahui seberapa besar pengaruh kepuasan kerja dan motivasi terhadap kinerja karyawan. Metode penelitian yang dilakukan adalah metode deskriptif verifikatif dengan teknik pengumpulan data melalui penyebaran kuesioner. Populasi penelitian ini sebanyak 47 karyawan.

Hasil penelitian menunjukkan kepuasan kerja karyawan secara keseluruhan pada Bagian *Food and Beverage Departement* di Hotel Mercure Bandung berada dalam kondisi baik, hal ini berarti karyawan merasa puas dengan pekerjaan yang dihadapi. Motivasi kerja karyawan pada Hotel Mercure Bandung Bagian *Food and Beverage Departement* berada dalam kondisi baik. Dengan demikian secara keseluruhan Motivasi karyawan Bagian *Food and Beverage Departement* di Hotel Mercure Bandung berada dalam kondisi tinggi. Hasil Uji t menunjukkan kepuasan kerja berpengaruh terhadap Kinerja dengan nilai t_{hitung} lebih besar dari t_{tabel} ($5.869 < 2,014$). Dan Motivasi berpengaruh signifikan terhadap Kinerja Karyawan dengan nilai t_{hitung} lebih besar dari t_{tabel} ($4.166 > 2,014$). Perhitungan statistik uji F menunjukkan nilai F hitung lebih besar dari F_{tabel} ($66.197 > 3,21$), maka H_0 ditolak, disimpulkan bahwa secara bersama-sama Kepuasan kerja dan Motivasi berpengaruh secara signifikan terhadap Kinerja Karyawan Bagian *Food and Beverage Departement* di Hotel Mercure Bandung. Penelitian ini diharapkan dapat bermanfaat bagi penulis dan menjadi menambah wawasan ilmu pengetahuan khususnya manajemen sumber daya manusia.

Kata Kunci: Kepuasan Kerja, Motivasi kerja, Kinerja karyawan

Abstract

The research entitled The Influence of Job Satisfaction and Motivation on Employee Performance of Food and Beverage Section at Hotel Mercure Bandung. The purpose of research to find out how much influence of job satisfaction and motivation on employee performance. The research method used is descriptive verification method with data collection technique through questionnaires distribution. The population of this study as many as 47 employees.

The results showed the overall employee job satisfaction on the Food and Beverage Department Department at the Mercure Hotel Bandung is in good condition, this means employees are satisfied with the work encountered. Employee work motivation at Mercure Hotel Bandung Food and Beverage Department Department is in good condition. Thus the overall motivation of the Department of Food and Beverage Department at the Mercure Hotel Bandung is in high condition. The result of t test shows that job satisfaction has an effect on to Performance with t value count greater than t table ($5,869 > 2,014$). And Motivation have a significant effect on Employee Performance with t value count bigger than t table ($4.166 > 2.014$). The calculation of F test statistic shows that F value is bigger than Ftable ($66.197 > 3.21$), then H_0 is rejected, it is concluded that jointly Job satisfaction and Motivation significantly influence Employee Performance Food and Beverage Department Department at Mercure Hotel Bandung. This research is expected to be useful for writers and to add knowledge insight, especially human resource management.

Keywords: Job Satisfaction, Work Motivation, Employee Performance