

## ABSTRAK

Penelitian bertujuan untuk menguji pengaruh lingkungan kerja, pelatihan dan kompensasi terhadap kinerja karyawan Hotel Samosir Cottages Resort Pulau Samosir Sumatera Utara. Karyawan Hotel Samosir Cottages Resort Pulau Samosir Sumatera Utara dijadikan sebagai populasi penelitian dan pengambilan sampel menggunakan *metode nonprobability sampling* dengan teknik sampel jenuh pada semua anggota karyawan yang berjumlah 56 orang. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan jenis penelitian penjelasan (*explanatory research*).

Analisis data penelitian ini menggunakan uji validitas, uji realibilitas, uji asumsi klasik (uji normalitas, multikolinieritas, uji heteroskedastisitas), analisis regresi linier berganda, uji T, uji F, koefisien determinasi ( $R^2$ ) dan dibantu dengan program SPSS *for Windows versi 21.00*.

Berdasarkan uji T menunjukkan bahwa lingkungan kerja dan pelatihan berpengaruh positif signifikan, sedangkan kompensasi tidak berpengaruh positif signifikan terhadap kinerja karyawan Hotel Samosir Cottages Resort Pulau Samosir Sumatera Utara. Namun berdasarkan uji F menunjukkan bahwa variabel lingkungan kerja, pelatihan, dan kompensasi secara bersama-sama berpengaruh positif signifikan terhadap kinerja karyawan pada Hotel Samosir Cottage Resort Pulau Samosir Sumatera Utara.

**Kata Kunci:** lingkungan kerja, pelatihan, kompensasi, kinerja karyawan

## **ABSTRACT**

*This study aims to examine the effect of work environment, training and compensation on employee performance at Samosir Cottages Resort Hotel Samosir Island, North Sumatra. Employees of the Hotel Samosir Cottages Resort, Samosir Island, North Sumatra, were used as the research population and the sample was taken using the non-probability sampling method with a saturated sample technique on all 56 employees. The research method used is a quantitative approach with explanatory research.*

*The data analysis of this research used validity test, reliability test, classical assumption test (normality test, multicollinearity, heteroscedasticity test), multiple linear regression analysis, T test, F test, coefficient of determination (R<sup>2</sup>) and assisted by SPSS for Windows version 21.00 program.*

*Based on the T test, it shows that the work environment and training have a significant positive effect, while compensation has no significant positive effect on the performance of the employees of the Samosir Cottages Resort Hotel, Samosir Island, North Sumatra. However, based on the F test, it shows that the variables of work environment, training, and compensation together have a significant positive effect on employee performance at the Samosir Cottage Resort Hotel, Samosir Island, North Sumatra.*

***Keywords: work environment, training, compensation, employee performancee***