

ABSTRAK

Jubarudin. 2020. **Pengaruh Pengalaman Kerja dan Keterampilan Terhadap Kinerja Karyawan Di Hotel & Resto Lava View Lodge Bromo Probolinggo**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan di Hotel Lava View Lodge Bromo Probolinggo dengan tujuan untuk mengetahui “Pengaruh Pengalaman Kerja (X_1) dan Keterampilan (X_2) secara simultan dan parsial Terhadap Kinerja Karyawan (Y) Di Hotel Lava View Lodge Bromo Probolinggo”. Dan untuk mengetahui pengaruh dominan antara variabel Pengalaman Kerja (X_1) dan Keterampilan (X_2) Terhadap Kinerja Karyawan (Y) Di Hotel Lava View Lodge Bromo Probolinggo.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel independen (bebas) pengalaman kerja (X_1) dan keterampilan (X_2), dan variabel dependen (terikat) kinerja karyawan (Y). Jumlah sampel sebanyak 40 orang diperoleh dari populasi yang berjumlah 40 orang dengan menggunakan penelitian sampel jenuh yaitu seluruh atau semua anggota populasi digunakan sebagai sampel. Metode analisis data menggunakan regresi linier berganda dengan uji f , uji t , dan uji dominan.

Hasil penelitian menunjukkan bahwa pengalaman kerja (X_1) dan keterampilan (X_2) berpengaruh signifikan secara simultan terhadap kinerja karyawan (Y) di Hotel Lava View Lodge Bromo Probolinggo dari perhitungan uji f diperoleh $f_{hitung} 34,254 > f_{tabel} 3,252$ dengan nilai sig $0,000 < 0,05$, berarti ada pengaruh signifikan antara pengalaman kerja dan keterampilan terhadap kinerja karyawan di Hotel Lava View Lodge Bromo Probolinggo. Hasil pengujian hipotesis parsial menunjukkan variabel Pengalaman kerja (X_1) diperoleh $t_{hitung} 4,220 > t_{tabel} 2,021$ dengan nilai sig. = $0,000$, variabel keterampilan (X_2) diperoleh nilai $t_{hitung} 3,909 > t_{tabel} 2,021$ dengan nilai sig. = $0,000$, yang berarti bahwa ada pengaruh pengalaman kerja dan keterampilan secara parsial terhadap kinerja karyawan di Hotel Lava View Lodge Bromo Probolinggo. Variabel bebas yang berpengaruh paling dominan terhadap variabel terikat dengan nilai t_{hitung} terbesar yang signifikan yaitu variabel pengalaman kerja (X_1) sebesar 4,220 dengan sig. $0,000$ yang berpengaruh dominan terhadap variabel (Y) daripada variabel keterampilan (X_2).

Kata Kunci: Pengalaman Kerja, Keterampilan, Kinerja Karyawan.

ABSTRACT

Jubarudin. 2020. The Effect of Work Experience and Skills on Employee Performance at the Hotel & Resto Lava View Lodge Bromo Probolinggo. Management Study Program, Faculty of Economics, Panca Marga University Probolinggo.

This research was conducted at the Lava View Lodge Bromo Probolinggo Hotel with the aim to find out "the effect of Work Experience (X_1) and Skills (X_2) simultaneously and partially on Employee Performance (Y) at the Lava View Lodge Bromo Probolinggo Hotel". And to find out the dominant influence between Work Experience (X_1) and Skill (X_2) variables on Employee Performance (Y) at Lava View Lodge Bromo Probolinggo.

This type of research is quantitative, with the independent variable (free) work experience (X_1) and skills (X_2), and the dependent variable (dependent) employee performance (Y). The total sample of 40 people was obtained from a population of 40 people using a saturated sample research that is all or all members of the population are used as samples. Methods of data analysis using multiple linear regression with the f test, t test, and dominant test.

The results showed that work experience (X_1) and skills (X_2) had a significant effect simultaneously on employee performance (Y) at the Lava View Lodge Bromo Probolinggo Hotel from the f test calculations obtained fcount $34.254 > f_{table} 3.252$ with a sig value of $0.000 < 0.05$, means there is a significant influence between work experience and skills on employee performance at the Lava View Lodge Bromo Probolinggo Hotel. The results of partial hypothesis testing show the variable work experience (X_1) obtained tcount $4.220 > t_{table} 2.021$ with sig values. = $0,000$, the skill variable (X_2) obtained tcount value of $3.909 > t_{table} 2.021$ with sig. = $0,000$, which means that there is a partial influence of work experience and skills on employee performance at the Lava View Lodge Bromo Probolinggo Hotel. The independent variable that has the most dominant influence on the dependent variable with the largest significant tcount is the work experience variable (X_1) of $4,220$ with sig. $0,000$ which has the dominant effect on the variable (Y) rather than the skill variable (X_2).

Keywords: Work Experience, Skills, Employee Performance.