

ABSTRACT

Employee performance in overcoming any tourists who stay at the Hotel Bumi Asih is important to maintain customer loyalty and the competition. However, the performance of employees at the Hotel Bumi Asih Denpasar fluctuated in 2015. Employee performance is influenced by several factors, leadership and work environment are among them.

The purpose of this study was to investigate the implementation of leadership, work environment and how high the performance as perceived by employees of Hotel Bumi Asih Denpasar, and to determine how much influence of Leadership and Working Environment on Employee Performance Hotel Bumi Asih Denpasar

The methods used in this research were descriptive and conclusive quantitative methods (causal), with cross section data. Population in this study was permanent employees Hotel Bumi Asih Denpasar totaling 45 people. Nonprobability type of sampling used in this study was saturated, whereas sampling statistical analysis technique used was multiple regression analysis.

The results showed that the leadership at the Hotel Bumi Asih Denpasar into the category was quite high, working environment conditions at Hotel Bumi Asih Denpasar was good where the atmosphere and work safety of employees were conducive and employee work performance was high. In addition, the influence of leadership and work environment on employee performance Hotel Bumi Asih Denpasar showed a positive and significant relationship amounted to 77.8%. Partially leadership has amounted to 38.44% influence on the performance of employees and the work environment affects employee performance Hotel Bumi Asih Denpasar amounted to 20.25%

Based on the result of this study concluded that leadership and work environment simultaneously have a positive and significant influence on employee performance of Hotel Bumi Asih Denpasar. Leadership and work environment partially have positive and significant influence on employee performance of Hotel Bumi Asih Denpasar. Advice can be given in this study were Hotel Bumi Asih Denpasar need to maximize the leadership factor, because leadership has the greatest influence compared to work environment.

Keywords : leadership, work environment, employee performance