

ABSTRACT

This research is done to know the effect of Cross Training and Work Motivation on Employee Performance Gumilang Regency Hotel Bandung. The purpose of this research is to know and analyze how the training of Cross Training given by Gumilang Regency Hotel to employees of Gumilang Regency Hotel and Work Motivation of Kayawan Gumilang Regency Hotel, and the influence of work and work motivation simultaneously and partially to Employee Performance Gumilang Regency Hotel.

This research uses quantitative method with descriptive-causality research type. Sampling was done by non-sampling sampling method of saturated sampling type, with the number of respondents were 59 people. Data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Based on the results of hypothesis testing simultaneously (Test F), Testing hypothesis simultaneously done by comparing the F arithmetic with F table, obtained F value 93.948 count. Because F count (93,948) > F table (3,162), then Ho is rejected. Thus it can be concluded simultaneously there is a significant influence of Training (X1) and Work Motivation (X2) on Employee Performance (Y). Based on the results of the hypothesis partially (Test T), obtained Training Variables and Job Motivation Significant to Employee Performance Gumilang Regency Hotel. Based on that it is determined. And therefore other factors not examined in this study.

This research, Cross Training, Work Motivation and Employee Performance has been included in good category, but there are some items that need to have the choice as in the variable that is the objectives and training goals, motivation variable is the need for strength and affiliation, and the performance variable is the number of jobs produced according to company standards.

Keywords: Cross Training, Work Motivation, Employee Performance