

**Peningkatan Kinerja Karyawan Melalui Budaya Organisasi,  
Kompensasi, Komitmen Organisasi dan Kepuasan Kerja di Grand  
Candi Hotel Semarang**

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**ABSTRAK**

Di era globalisasi seperti saat ini, pertumbuhan pariwisata semakin pesat di tambah lagi dengan gaya hidup masyarakat yang semakin mewah, menciptakan peluang bisnis dibidang pariwisata yang menjanjikan. Salah satunya yaitu usaha di bidang perhotelan. Banyak faktor dapat mempengaruhi kinerja karyawan, seperti budaya organisasi, kompensasi, komitmen organisasi dan kepuasan kerja. Tujuan penelitian ini adalah untuk mengetahui pengaruh budaya organisasi, kompensasi, komitmen organisasi dan kepuasan kerja terhadap kinerja karyawan. Populasi dan sampel dalam penelitian ini adalah karyawan Grand Candi Hotel Semarang, Jl. Sisingamangaraja No. 16, kelurahan kaliwiru, Kecamatan Candi Baru Semarang yang berjumlah 65 karyawan. Jenis data adalah data primer. Metode pengumpulan data adalah kuesioner. Teknik analisis data yang digunakan adalah regresi liner berganda. Hasil analisis menunjukkan bahwa :Budaya Organisasi, Kompensasi, Komitmen Organisasi dan Kepuasan Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Budaya Organisasi, Kompensasi, Komitmen Organisasi, Kepuasan Kerja dan Kinerja Karyawan

**Improving Employee Performance through Organizational Culture,  
Compensation, Organizational Commitment and Job Satisfaction at  
the Grand Candi Hotel Semarang**

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**ABSTRACT**

Nowdays, the growth of tourism in Indonesia increases rapidly plus more with people's lifestyles become fancy, creates opportunities business in tourism which promises. One of them such as the in the field of hospitality. Many factors can influence the performance of employees, such as organizational culture, compensation, organizational commitment and job satisfaction. The purpose of this research is to know the influence of organizational culture, compensation, organizational commitment and job satisfaction on employee performance. Population and sample in this research are the employees of Grand Candi Hotel Semarang at Jl. Singamangaraja No. 16 villages kaliwiru, District of Candi Baru Semarang that totally 65 employees. The research data used primary data Methods of data Collection are questionnaire. The data analysis technique used was multiple linear regression. The results of this research show that organizational Cultures, Compensation, Organizational Commitment and Job Satisfaction have positive and significant influences on Employee Performance.

**Keyword** : Organizational Culture, Compensation, Organizational Commitment, Job Satisfaction and Employee Performance