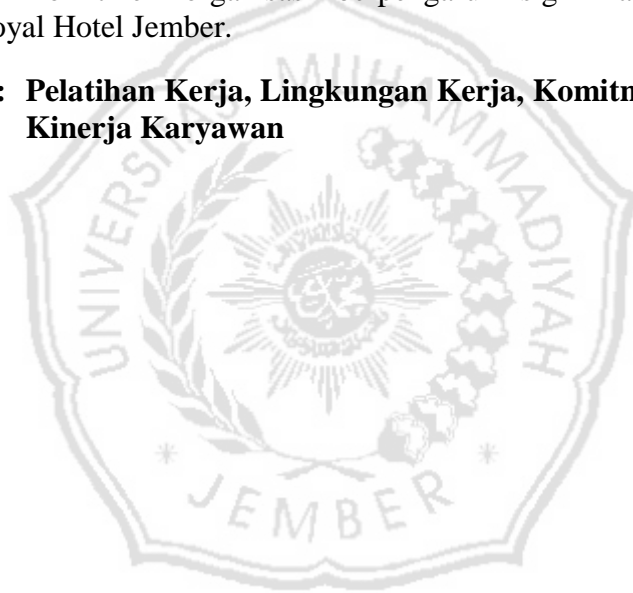


## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan kerja, lingkungan kerja dan komitmen organisasi terhadap kinerja karyawan di Royal Hotel Jember. Teknik pengumpulan data menggunakan observasi, wawancara dan kuesioner terhadap 52 responden dengan teknik sensus. Metode penelitian menggunakan penelitian kausal. Hasil penelitian menggunakan uji t, diperoleh nilai koefisien variabel pelatihan kerja (X1) nilai signifikansi hitung sebesar  $0,001 > 0,05$  dan  $t_{hitung} (3,533) > t_{tabel} (1,677)$ , variabel lingkungan kerja (X2) nilai signifikansi hitung sebesar  $0,003 > 0,05$  dan  $t_{hitung} (3,125) > t_{tabel} (1,677)$ , dan variabel komitmen organisasi (X3) nilai signifikansi hitung sebesar  $0,032 > 0,05$  dan  $t_{hitung} (2,208) > t_{tabel} (1,677)$ . Sehingga penelitian ini menunjukkan bahwa pelatihan kerja berpengaruh signifikan terhadap kinerja karyawan Royal Hotel Jember, lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan Royal Hotel Jember, dan komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan Royal Hotel Jember.

**Kata Kunci:** Pelatihan Kerja, Lingkungan Kerja, Komitmen Organisasi dan Kinerja Karyawan



## **ABSTRACT**

*The aims of the research are the effect of job training, job environment and organizational commitment on employees' performance at Royal Hotel Jember. The techniques of data collection used observation, interviews and questionnaires on 52 respondents used census techniques. Method using causal research. The result of test is founded coefficients of job training variables (X1) the significance count value of  $0,001 > 0,05$  and  $t_{count} (3,533) > t_{table} (1,677)$ , job environment variable (X2) the significance count value  $0,003 > 0,05$  and  $t_{count} (3,125) > t_{table} (1,677)$ , and organizational commitment variable (X3) the significance count value  $0,032 > 0,05$  dan  $t_{count} (2,208) > t_{table} (1,677)$ . The conclusion of the research indicates that job training has a significant effect on employee performance of Royal Hotel Jember, the job environment has significant effect on employee performance of Royal Hotel Jember, and the organizational commitment has a significant effect on employee performance of Royal Hotel Jember.*

**Keyword: job training, job environment, organizational commitment and employee performance**

