

**PENGARUH IKLIM ORGANISASI, MOTIVASI KERJA, DAN *SELF*  
*EFFICACY* TERHADAP KINERJA KARYAWAN PADA PT. ANGKASA  
PURA HOTEL BALI**

**ABSTRACT**

Employees as human resources require open communication within the boundaries of their respective authorities and responsibilities. Human resource management is very concerned about the work process of employee performance in accordance with the existing workload in the organization by creating a harmonious environment, where the relationship between company leaders and employee performance and the relationship between divisions or parts of an organization will have a healthy and comfortable impact among others. employees, because employees are one of the important capital (Human Capital) for the company.

This study aims to determine how the influence of Organizational Climate, Work Motivation, and Self Efficacy on the performance of employees at PT. Angkasa Pura Hotel. As for the research population are all employees of PT. Angkasa Pura Hotel, totaling 58 employees, the respondents who were determined based on purposive random sampling, the sample used was 86 respondents. The analytical tool used to test the hypothesis is multiple linear regression.

The results showed that Organizational Climate, Work Motivation, and Self Efficacy each had a positive and significant effect on employee performance at PT. Angkasa Pura Hotel. Suggestions for future researchers are expected to be able to continue this research more broadly, for example by adding variables or objects under study.

Keywords: Organizational Climate, Work Motivation, Self Efficacy, Employee Performance.

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