

**UNIVERSITAS INTERNASIONAL BATAM**

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*Faculty of Economics  
Management Study Program  
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***ANALYSIS OF FACTORS AFFECTING EMPLOYEE PERFORMANCE IN 4  
(FOUR) STAR HOTEL IN BATAM***

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***Abstract***

*The study was conducted with the aim of reviewing the influence of intrinsic rewards, extrinsic rewards, work environment, and leadership style on employee performance in four-star hotels in Batam. The growth of tourists who come and continue to grow, especially in Batam, is the main reason for this research.*

*This study took all hotels in Batam as a population and four-star hotels in Lubuk Baja sub-district as a sample frame based on consideration of purposive sampling conducted by researchers, namely in companies with the highest number of employees with a total of nine hotels. Timeframe of data collection with one shot study in which data is collected by distributing questionnaires directly.*

*The results of the study were variables of intrinsic rewards, extrinsic rewards, work environment, and leadership style which proved that the variables had a significant positive relationship to the dependent variable, namely employee performance. This shows that the factors under study have a crucial role in the company and requires companies to manage human resource management well and to improve employee performance towards the company.*

***Keywords:*** *intrinsic reward, extrinsic reward, work environment, leadership style, employee performance*