


ANALISIS REMUNERASI KARYAWAN PADA THE ADHIWANGSA HOTEL & CONVENTION SOLO

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Abstrak

Penelitian ini bertujuan untuk menganalisis remunerasi karyawan di The Adhiwangsa Hotel & Convention Solo yang terdiri atas lima indikator utama, yaitu gaji pokok, tunjangan, insentif, komisi, dan bonus. Penelitian ini dilakukan untuk mengetahui bagaimana penerapan remunerasi berpengaruh terhadap motivasi kerja dan kesejahteraan karyawan di tengah kondisi efisiensi anggaran pemerintah yang berdampak pada kemampuan hotel dalam memberikan kompensasi secara optimal. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner kepada 45 responden. Analisis data dilakukan dengan menggunakan program SPSS versi 26 melalui uji validitas, reliabilitas, dan analisis rata-rata (*mean*). Hasil penelitian menunjukkan bahwa remunerasi secara keseluruhan berada pada kategori setuju dengan nilai rata-rata sebesar 4,08. Indikator bonus memperoleh skor tertinggi sebesar 4,17, sedangkan indikator insentif memiliki skor terendah sebesar 3,98. Temuan ini menunjukkan bahwa remunerasi di The Adhiwangsa Hotel & Convention Solo telah berjalan dengan baik, namun aspek insentif masih perlu ditingkatkan agar dapat lebih memotivasi karyawan.

Kata Kunci: *Remunerasi, Hotel, The Adhiwangsa Hotel & Convention Solo*

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**ANALYSIS OF EMPLOYEE REMUNERATION
AT THE ADHIWANGSA HOTEL & CONVENTION SOLO**

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Abstract

This study aims to analyze the employee remuneration system at The Adhiwangsa Hotel & Convention Solo, which includes five leading indicators: basic salary, allowance, incentive, commission, and bonus. The purpose of this research is to examine how the implementation of the remuneration system influences employee motivation and well-being amid government budget efficiency policies that affect the hotel's capacity to provide optimal compensation. The research adopts a quantitative approach, with data collected through questionnaires distributed to 45 respondents. Data were analyzed using SPSS version 26 through validity and reliability tests, as well as mean analysis. The results indicate that the overall remuneration system is categorized as "agree," with an average score of 4.08. The bonus indicator achieved the highest score (4.17), while the incentive indicator obtained the lowest (3.98). These findings suggest that the remuneration system at The Adhiwangsa Hotel & Convention Solo has been implemented effectively; however, further improvements in the incentive component are needed to enhance employee motivation.

Keywords: *Remuneration, Hotel, The Adhiwangsa Hotel & Convention Solo*