

ABSTRACT

The COVID-19 pandemic has made hotels fiercely competitive. Faced with declining performance and increased responsibilities, organizations are challenged to retain their workforce while maintaining operations with limited staff. Companies that fail to compete will gradually erode from their industry environment. Therefore, it is crucial for companies to continuously maintain and improve their performance.

This study examines the impact of job responsibility on employee performance at Ramada By Wyndham Bali. The research utilizes a quantitative method through a survey with questionnaires, gathering primary data from 91 respondents, and analyzing it using simple linear regression. The research findings through hypothesis testing indicate a significant influence of job responsibility on performance. The theoretical contribution of this research complements the body of knowledge regarding the specific influence of job responsibility on performance in the context of Ramada By Wyndham post-COVID-19 pandemic. SPSS version 25 was used as the software for data analysis.

The research results demonstrate that job responsibility significantly affects employee performance at Ramada By Wyndham. Data analysis shows that job responsibility (X) has a 33% influence on performance (Y), while the remaining 67% is influenced by other variables not examined in this study. Based on the hypothesis testing results, recommendations arise to maximize the responsibility processes. This facilitates the company in assessing its achievement standards and serves as considerations in evaluating employee performance within the organization.

Keywords: *Job responsibility, employee performance*