

ABSTRACT

Alpha level of employees on Field Administration of Soreang General Hospital in 2015 reached 6.67%, indisposed as much as 8.33%, and permittance as much as 5%. This indicates the existence of problems in employee motivation. There are many employees who still come in late and leave early violating the rules. This indicates a problem at work discipline. Problems on discipline and motivation will affect the performance of employees. That's why the researchers conducted a study entitled Effect of Discipline and Motivation on Employee Performance (Case Study on Field Administration of Soreang General Hospital).

This research will be to investigate how state about discipline, motivation, and employee performance on Field Administration of Soreang General Hospital. In addition, this study also examined the influence of discipline and motivation partially and simultaneously to employee performance.

Data collection method used in this research is through questionnaires that were given directly to employees without using online intermediaries. Questionnaires were distributed to all employees on Field Administration of Soreang General Hospital and consists of 30 questions. Of the 30 questions contained, 28 questions were valid and the data results of the questionnaire will be processed by using SPSS version 20 for Windows.

Based on the results of the descriptive analysis of discipline is in that very high category, motivation is at high category, and employee performance at the high category. But statistically it is known that the discipline has no significant effect on performance. Motivation has significant effect on the performance, and discipline and motivation have a significant influence on employee performance simultaneously.

Based on research, to improve motivation can be done by setting a target to employees who work challeng is enough, not too hard and not too easy. And to improve the performance can be performed with foster employee thoroughness in carrying out its work.

Keywords: Work Discipline, Work Motivation, Employee Performance